

The Mail Handler



MAILHANDLERS CONVENED IN CHICAGO



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The Power of You, NPMHU!
Chicago, Illinois





National Postal Mail
Handlers Union

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Secretary-Treasurer


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National Postal Mail Handlers Union

PRESIDENT'S REPORT

NATIONAL CONVENTION AND BARGAINING UPDATE— OUR WORK CONTINUES

Dear Members,

I just returned from the recently concluded 2016 NPMHU National Convention, and it was an overwhelming success. The delegates passed many constitutional amendments improving our governing document, and also approved several resolutions endorsing concepts and causes important to our members. One of the resolutions was for the NPMHU to formally endorse Hillary Clinton for President of the United States. The delegates at the convention re-elected several of the National Officers by acclamation, while selecting candidates for three other Regional Vice President positions through nominations and primary elections.

As you can see, the Convention week was a very busy one, during which serious and sometimes heated debate occurred. However, all delegates came out of the convention united and with the same goals: keeping the NPMHU a strong and vibrant union and ensuring that our members receive the representation that they deserve. I commend all the delegates to the convention for their thoughtful and professional participation throughout the week. Our Convention simply confirmed the fact that if we remain united, we can accomplish great things together.

As you already know, our National Agreement expired on May 20, 2016 and we were unable to reach agreement on a successor agreement with the Postal Service prior to the midnight deadline on that day. However, the parties have agreed to extend bargaining in an attempt to achieve a negotiated agreement rather than have an arbitrator determine the terms of our contract. Significant progress has been made and I still believe that a negotiated settlement can be reached.



PAUL V. HOGROGIAN, National President

Our priorities in bargaining included fair and just general wage increases, continuation of our current Cost of Living Adjustments (COLAs), keeping the No Lay-Off clause, improving the rights and benefits for our MHAs, returning subcontracted work to the Mail Handler Craft, putting a stop to future subcontracting, minimizing the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments, and fighting any USPS demand for concessions including proposals to implement new lower wage scales for future career employees that would limit wages or reduce benefits further.

The NPMHU bargaining team was able to negotiate several tentative agreements which addressed most of our bargaining priorities. However, these tentative agreements are not binding until there is a final agreement, either negotiated or arbitrated. There is no agreement on anything until there is an agreement on everything. There are a few items on the table that still must be resolved. We have returned to the bargaining table to address those items. We will continue to make every effort to reach a negotiated agreement with the Postal Service. If a negotiated agreement is reached, it will be sent to the membership for ratification. If agreement cannot be reached, the parties will enter into a binding arbitration process. Our current national bargaining agreement remains in effect until we have a new agreement either through negotiation or arbitration. The membership will continue to be kept informed during this entire process through updates and bulletins.

The Postal Service continues to defer indefinitely the implementation of the remaining



closures and consolidations associated with the Network Rationalization Initiative. The latest deferral should remain in place until at least April 2017. The Postal Service also announced that prior to resuming these activities, “the Postal Service will update and review the Area Mail Processing feasibility studies using the most recent available data.” The Contract Administration Department, the National Article 12 Task Force, and the NPMHU Legislative Department will continue to address closing and consolidation issues during the moratorium.

The NPMHU continues to meet with the coalition consisting of postal unions, the Postmaster General and her senior staff, and representatives of the mailing industry to advocate for postal reform that is good for postal workers, good for the Postal Service, and good for the American people. The parties in the coalition have reached consensus on the following concepts:

Integration into Medicare of all eligible postal retirees (65 years of age and older) and all future postal retirees, and investment of some of the Retiree Health Benefit Fund into a TSP L-40 type of account.

Calculation of USPS liability under the CSRS and FERS retirement systems using postal-specific assumptions regarding demographics and wage growth with any surplus being returned to the Postal Service.

Making the exigent rate increase permanent and prohibiting the USPS from raising market dominant rates until January 2018.

Allowing the Postal Service to provide non-postal services to State and Local governments and allowing for the mailing of beer, wine and distilled spirits under specific conditions.

There are currently bills pending in both the Senate and the House of Representatives that contain many of these concepts. Both of the current bills, however, contain several provisions that we simply cannot support.

The coalition is focusing on getting a consensus bill passed through the 114th Congress, which has not been able to reach agreement on many issues. The NPMHU will continue to work with the members of our coalition and with Members of Congress from both sides of the

aisle to achieve meaningful postal reform that will best serve the collective interests of NPMHU members, the USPS, and the customers who rely on postal products and services.

Revision: The first set of arbitration hearings on the SPSS were held in June 2016, and all the parties have filed their briefs on August 5, 2016. A decision on the threshold procedural issues is expected in the next few months. If the arbitrator rules against us, then the next portion of this case will address the merits of the SPSS jurisdictional determination.

One of the most important issues facing the Union is the conversion of MHAs to career employees. When an MHA is converted, in essence the Postal Service has committed to a long-term career for another Mail Handler.

The rate of conversion for MHAs that the Union has been able to achieve in recent years is a testament to the hard work of all Union representatives, who have focused on this issue as if the future of the Union depends on it, because the future of the Union does depend on it. More than 5,800 MHAs have been converted to career status from October 2013 through July 2016. There also are approximately 5,200 MHAs employed across the country, so taken together there are more than 11,000 members of our bargaining unit who have been or still are MHAs. This equates to more than one quarter or 25% of the entire Mail Handler bargaining unit.

The MOU on Filling Residual Vacancies, which we signed in August 2015, has proven to be an extremely productive memo. Overall, this MOU has provided significant opportunities for our part-

time employees to become full time, and for our MHAs to achieve career status. The pace of MHA conversions is now exceeding 280 per month.

By its own terms, however, the Residual Vacancy MOU expired on May 21, 2016. This is one of the items being considered in the extended bargaining period. In the meantime, the parties have agreed that the current Residual Vacancy MOU would remain in effect until the parties agree to amend its terms or extend it again. This extension will allow for the continuing conversions of MHAs while the parties try to finalize negotiations over the terms of the 2016 National Agreement.

I want to thank the delegates at the 2016 NPMHU National Convention for allowing me to serve as National President and lead this great Union for the next 4 years. I am truly humbled.

Thanks to your dedication to your Union – and to each other – the Mail Handlers Union has been able to achieve great things. We expect the same for the next four years.

I remain confident that, through the work of our Contract Administration Department and our legal representatives, we can successfully meet any and all challenges that lie before us. The continuing support of all Mail Handlers is very much appreciated.

Fraternally,

Paul V. Hogrogian
National President

CONVENTION UPDATE AND PUSH TO GET OUT THE VOTE

This certainly has been a busy year for the NPMHU. The early part of the year was consumed with the planning for and negotiating with the USPS over the terms of our 2016 collective bargaining agreement. As Mail Handlers know, we did not reach agreement by the May 20, 2016 deadline, with the parties agreeing to continue discussions over the course of this summer. That process likely will come to a conclusion in the coming weeks, as the parties are getting closer to an overall contract. At that point, the terms of that 2016 National Agreement will be sent out to all NPMHU members for a referendum vote on its acceptance.

The National Office staff also was consumed this year with planning for the NPMHU 2016 National Convention. This quadrennial event is the most important gathering there is for Mail Handlers, as it is the chance for our democratically elected delegates to join in solidarity to discuss and debate the important issues facing our union and its members. We met in Chicago during the week of August 22, 2016, and by all accounts this Convention was a major success. Our delegates made me proud every day of that week by demonstrating their unwavering commitment to accomplishing the work they were elected to do while maintaining the highest levels of mutual cooperation and respect. During the course of the week, I was pleased to accept the nomination for, and subsequent reelection to, my position of National Secretary-Treasurer. I want to extend my thanks to the delegates for giving me the distinct honor and privilege to continue to serve this great union. The majority of this magazine is devoted to reporting on our Convention, and on the many important issues that were discussed and debated. As you will see from the photographs, our delegates were able to strike a nice balance between serious discussion, when necessary, and many moments of fun and levity, when appropriate. In addition to reviewing the accounts in this magazine, I would encourage all Mail Handlers to visit the NPMHU website at <http://convention.npmhu.org/> and www.npmhu.org to see more photos, and to watch some of the various videos that were produced for this event.

As this publication goes to press, our country is in the home stretch of our national elections. I encourage all Mail Handlers to remain engaged in the political discussion, and to actively support the candidates who are looking out for the best interests of working-class Americans. I was extremely proud of the action by our convention delegates to formally endorse the Clinton-Kaine ticket, and I know that Hillary Rodham Clinton will make a great President of the United States. I will do everything in my power to support this political ticket, and will work to turn out the vote on November 8th.

I know that our NPMHU membership is diverse, and that we have a wide range of views when it comes to politics and the governance of our country. Donald Trump has hijacked the Republican Party by tapping into a segment of voters who are angry, and who are looking for a new direction. But I submit to you that Trump is not the answer. In his own words, he has promoted time and again his agenda of division and bigotry. He has repeatedly and publicly belittled, insulted, and demeaned women and various minority groups in our country. He talks about American jobs, yet he outsources production of nearly all of his corporation's products to foreign workers. He has repeatedly rejected union ideals, and says that American workers are overpaid. His strategy may be working with his core group of supporters, but we must not allow his agenda of hate to carry the day on November 8th. There is no doubt in my mind that a Trump-Pence win would be disastrous for American workers and especially troubling for Mail Handlers and other postal workers.

The choice this year is a simple one. We must elect a President who respects organized labor, and who truly cares about American workers. I know that our country, like our Union, works best when we pull together, when we look out for one another, when we provide everyone with the opportunity to achieve success, and when we treat everyone with dignity and respect – no matter their station in life or the balance in their bank account.



MARK A. GARDNER, National Secretary-Treasurer

“We must elect a President who respects organized labor, and who truly cares about American workers.”

The choice for Mail Handlers could not be clearer in this election. Please do your part to continue moving our country forward. Please do all that you can to turn out the vote on November 8th. Please help elect Hillary Clinton and Tim Kaine. Your job, your pay, your benefits, your health insurance, your pension, and your future are on the line. Please step up, take charge, and help take us forward.

In Solidarity,

Mark A. Gardner
National Secretary-Treasurer

WHY ENDORSE? A COMPARISON OF WHERE THEY STAND ON THE ISSUES

	Clinton	Trump
Jobs	Clinton rejects Trump's assertion that a background in business and vague ideas about managing a business makes one fit for public office. She has a detailed and comprehensive plan for job growth outlined on her campaign website. Highlights include increasing infrastructure spending and energy spending (particularly solar and other renewable energy), and toughening trade policies to ensure that American jobs are kept on American soil. Clinton also supports raising the minimum wage and hiking taxes on the wealthiest Americans. Her \$10 billion "Make It In America" plan promises to strengthen the manufacturing industry, building on work she did as a Senator in New York.	Job growth is a cornerstone of Trump's presidential platform, but he has provided few specifics on how he will instigate this growth. He often cites his years as a businessman and entrepreneur as evidence that he will bring the economy back on track, and he suggests that his deal making prowess and business record make him a more qualified candidate than Clinton when it comes to jobs. To Trump, the American economy is like any other business and can be best handled by an experienced businessman.
Working Families	Clinton has been a champion of working families for decades, starting with her legal work at the Children's Defense Fund. Her paid leave plan has been a cornerstone of her campaign for over a year, and is far more comprehensive than Trump's. Working families will have twelve weeks of paid leave – building upon the Family and Medical Leave Act passed during her tenure as First Lady. She also plans to ensure that workers get at least two-thirds of their salary while on leave at any given time. Clinton plans to fund this leave plan by raising taxes on the wealthy, further relieving working families of a financial burden. She also hopes to bolster the caregiving industry at little to no cost to working families.	The Trump campaign was late to release a leave and childcare plan, and it has been duly panned by the media on both sides of the aisle. His crudely constructed plan proposes 6 weeks paid leave for new mothers and tax deductions for child care. Liberal critics have called the plan inadequate and incapable of providing relief to the families that need it most. Conservative critics have scolded Trump for distancing himself from a traditional platform that does not offer aid to working families. Objectively, Trump's numbers do not add up.
Workers' Rights	Time and time again, Clinton has demonstrated that she is pro-union. This is made clear on her campaign website, which presents a detailed plan for preserving worker's rights. As an original co-sponsor of the Employee Free Choice Act, Clinton will fight to protect collective bargaining rights, create incentives for companies to share profits, and continue President Obama's fight for an expansion of the overtime rules. She believes that unions have helped build the middle class, and therefore are crucial to the American economy. She also supports increases in the minimum wage to \$15 per hour. As a result, she has been endorsed by virtually all key labor unions, including the NPMHU and its parent organizations, LIUNA and the AFL-CIO.	In November 2015, Trump was asked a question in a Town Hall meeting about Unions. When given the choice between union and nonunion labor, he said he'd "take it without." This statement is supported by his record in hiring. A study by the IBEW revealed that 60 percent of his projects were staffed with nonunion employees, nearly 80 percent when developments with project labor agreements are excluded. Most famously, Trump Tower was constructed on a site cleared by undocumented workers from Poland. Nearly two decades later, the case was finally settled, but there are many more workers, contractors, and even attorneys with pending lawsuits against Trump. Given his campaign's lack of position on organized labor and his egregious practices as a businessman and developer, it's safe to say that Trump is not a friend to unions or workers. Even worse, he is opposed to any increase in the minimum wage.
Healthcare	A cornerstone of Clinton's health care policy is her plan to defend and expand the Affordable Care Act. She will also work to bring down out-of-pocket costs, reduce the costs of prescription drugs, advocate for the expansion of Medicaid, defend access to reproductive healthcare, and ensure that everyone has access to care – including immigrants and rural Americans. These positions are consistent with President Obama and the Democratic Party platform. If elected, she will work to build upon our existing system rather than attempting to tear it down and start from scratch.	If elected, Trump's number one priority on healthcare will be pressuring Congress to repeal the Affordable Care Act. In its place, he hopes to install new regulations consistent with free market practices. These include permitting the sale of health insurance across state lines, price transparency from healthcare providers, limiting federal oversight of Medicaid, and granting access to drugs imported from overseas. Consistent with his stance on immigration, Trump is confident that healthcare costs will be lowered by eliminating access to care for illegal immigrants. Trump's health plan has received criticism from prominent Republicans and healthcare experts for its feeble construction and lack of practicability.
Financial Reform	Unlike Trump, Clinton hopes to strengthen Dodd-Frank and heighten accountability of big banks and their executives. Through imposing risk fees and closing loopholes for banks to make investments with taxpayer money, she plans to exert more control over the banks. Clinton also seeks to strengthen the prosecution of wrongdoers, both on the individual and corporate level through allocating resources to the SEC and the DOJ.	If elected, Trump intends to dismantle Dodd-Frank, the law passed by the Obama Administration to fix the fallout of the 2008 financial crisis. He also hopes to abolish the Consumer Financial Protection Bureau and has criticized financial executives for settling cases with the government rather than fighting it out. Many experts believe that his proposals could lay the groundwork for another financial crisis.
Retirement Security	Clinton is against cuts to Social Security, and instead hopes to increase benefits in some instances. She plans to fund these measures by raising taxes on the wealthiest Americans. She also intends to strengthen Medicare.	Trump proposes no major changes to Social Security or Medicare, and his campaign essentially has been silent on retirement-related issues.
Postal Service	With two major Postal Reform bills pending in Congress, it is especially important to elect a candidate who is supportive of the Postal Service. Late last year, the NALC asked candidates for their positions on postal issues. The Trump campaign failed to provide a response. The Clinton campaign responded with the following statement: "I value the contributions of the U.S. Postal Service and would take steps to maintain its long-term viability. The Postal Service has been a steady source of good jobs and solid benefits for middle class families. Just as important, Americans across the country rely on the professionalism and dependability of the Postal Service every day. You are everywhere in America and because of that, America is stronger."	



THE POWER OF YOU

2016 CONVENTION, CHICAGO, ILLINOIS

The NPMHU's 2016 National Convention was held in Chicago, Illinois from August 22 through August 27, and its theme was, "The Power of You." Delegates from all thirty-seven Local Unions gathered at the Imperial Ballroom at the Fairmont Millennium Park Hotel for each day's proceedings. The quadrennial convention is a cornerstone of the NPMHU, and the 288 delegates in attendance form the Union's supreme governing body. As a result, the week was full of important national and local business.

Preparations

Preparations for the National Convention in Chicago started last year, as staff in Washington nailed down arrangements and logistics. And starting in May 2016, Convention Committees began meeting in Washington, DC to review issues ranging from delegate credentials to proposed constitutional amendments and resolutions. The committees and their respective chairs are listed below:

- Credentials Committee, Pervous (Andy B.) Badilishamwalimu, Local 310
- Committee to Elect the Election Committee, Yvette Johnson, Local 300
- Constitution Committee, Jefferson C. Peppers III, NEB and Local 306
- Legislative and Political Committee, Rudy Santos, NEB and Local 320

- Resolutions Committee, Lawrence B. Sapp, NEB and Local 318
- Rules Committee, John Gibson, NEB and Local 308

All the while, Local Unions were working tirelessly on preparations of their own – deciding upon the number of delegates, holding Local elections of said delegates, and submitting proposals to be heard on the Convention floor.

This work paid off. The Committees that met during June had significantly more proposals from the field than in past years. Before the delegates were approximately 115 Constitutional proposals, and nearly 40 proposed resolutions. Some of these were officially recommended by the Constitution, Legislative and Political, and Resolution Committees; others were not recommended for adoption by the delegates. All proposals were included in the various Convention reports, printed and distributed to the delegates upon registration in Chicago.

Preparations also were made for National Officer Elections. In June, the Committee to Elect the Election Committee began the arduous process of running a National Election. It filmed an instructional video, and got balloting materials ready to be shipped to Chicago. It also carefully determined the weighted votes distributed among delegates of the 37 different Local Unions and the NEB.

Over the summer, these Committees kept in contact and communicated frequently – approving all Convention reports and addressing any last minute issues. Committee members also arrived in Chicago the week before the Convention to address unresolved issues.

First to arrive after the National Executive Board were members of the Credentials and Constitution Committees, each of which met on Thursday, August 18. These committees conducted follow-up meetings, as many issues emerged since their last meetings in May and June, respectively. The Credentials Committee discussed registration, credentialed newly appointed delegates, and reviewed the progress it made remotely over the past couple of months. During that period, via mail and email, the Credentials Committee had approved the substitution of delegates, the issuance of credentials, and other important issues.

The Constitution Committee prepared for the many hours of discussion that were expected to occur on the Convention floor, as amendments were considered for adoption by a 2/3 vote. It not only reviewed its own recommended amendments to the National and Uniform Local Union Constitutions, but the Committee also prepared to field questions about those proposals not recommended to the delegates.

On Friday, three more committees held preparatory meetings. First, the Rules Committee



Alex Cervantes
Local 320 President



Anthony Banks
Local 314 President



Aubrey Wayne Foster
Local 298 President

met to establish and approve the set of rules to govern proceedings at the Convention. Next up were the Legislative & Political and the Resolution Committees, both of which reviewed their proposed resolutions and the resolutions that they did not propose, with the understanding that all submitted resolutions might be discussed by the delegates at the Convention during the next week.

Finally, meeting on Saturday was the Election Committee that supervises the election needed to select the Judges of Election for this year's election of National Officers. This Committee produced a videotape to explain the weighted, yet secret, voting process used by the NPMHU, and eventually worked all day and night Monday to conduct this election in time for Tuesday's officer nominations.

Monday, August 22

With delegate registration occurring over the weekend, the Convention proceedings officially began on the morning of August 22. The day started with an opening video, starring the NEB, Local Presidents, and Mail Handlers on the workroom floor. This video – along with many others shown at the Convention – are available for viewing on the NPMHU website. Following the video was the official introduction of all thirty-seven Local Presidents, as well as all seven members of the NEB.

Local 310 Treasurer Reggie Riggins delivered the morning's invocation, which involved a parable as well. He was followed by a moving processional from the Chicago Fire Department Pipe and Drums. The group played patriotic standbys such as "God Bless America" and "America the Beautiful" on bagpipes and drums. Also in the processional was solo trumpeter Mike Olen who played the National Anthem.



Constitution Committee



National Executive Board

(l-r) Mark A. Gardner - National Secretary-Treasurer, Lawrence B. Sapp - Vice President, Southern Region, John A. Gibson - Vice President, Eastern Region, Paul V. Hogrogian - National President, David E. Wilkin - Vice President, Northeastern Region, Rudy Santos - Vice President, Western Region, and Jefferson C. Peppers III - Vice President, Central Region

At the end of this ceremony, National President Paul Hogrogian took a moment to honor Union officers and representatives who have passed away during the past four years. He then delivered a brief opening address, calling the 2016 National Convention to order. "Now, more than ever, we need to harness the power of you, all of you."

Local 306 President and Convention Host June Harris welcomed all delegates to Chicago. She encouraged delegates and their families to explore their surroundings, and volunteered suggestions for touring. "I think we have the most beautiful city in the world," she said.

Harris' sentiments were echoed by the next speaker, LIUNA Great Lakes Manager and General Executive Board Member Terry Healy. Healy also praised the work of the Mail Handler craft, noting the efficiency in the Postal Service and declaring that, "you are how and why it gets done."

After these warm welcomes, President Emeritus John Hegarty spoke about the joys of retirement and the important work to be completed in the coming week. Upon his retirement in 2015, Hegarty was the first and only former president to earn the title "Emeritus." Hogrogian thanked Hegarty for speaking to the delegates and introduced several more notable retired officers, whom he thanked for their loyalty, service, and dedication to the Union. They were Joe Boston (former Treasurer of Local 306), James Bell (former President of Local 304), Hardy Williams (former President of Local 306 and Central Regional VP), and Samuel D'Ambrosio (former President of Local 322 and Eastern Regional VP).



The delegates honor retired union officers (l-r) John Hegarty, James Bell, Joe Boston, Hardy Williams and Sam D'Ambrosio



Chicago Fire Department Pipe & Drums and the presentation of colors



Rep. David Joyce (OH 14th) and Legislative and Political Director Bob Losi after delivering remarks to delegates



Bob Griffith
Local 330 President



Bryan Easley
Local 315 President



Charles Charleston
Local 311 President



Legislative and Political Committee



Credentials Committee



Local 306 President June Harris welcomes attendees to Chicago



LIUNA General President Terry O'Sullivan delivers inspirational keynote speech



John Hegarty, National President Emeritus receives NPMHU memento from President Hogrogian



Local 310 President Pervous (Andy B.) Badilishamwalimu gives report on the Credentials Committee



LIUNA General Executive Board Member Terry Healy welcomes the NPMHU to Chicago

thanked all of LIUNA's attendees for showing their support, and pointed out that at present the NPMHU and LIUNA are working together better than ever before.

The Convention Parliamentarian Kirk Overbey was introduced next, followed by General Counsel Bruce Lerner. These experts serve as valuable resources during Convention week, fielding questions about convention proceedings or proposed amendments and resolutions.

After a quick break, U.S. Representative David Joyce addressed the crowd. A Republican Congressman from Ohio, Joyce has been a fierce advocate for postal reform and against privatization. He shared a little of his personal experience, and then delved into his praise of the Postal Service and its Mail Handler craft.

"You are the unsung heroes of the Postal Service," he said to warm applause. "I know you are the backbone of the system. Five hundred and nine million pieces of mail [processed] per day. That's incredible."

Monday's keynote speaker was LIUNA General President Terry O'Sullivan. His speech primarily consisted of praise for the Mail Handler craft, as well as a strongly worded political endorsement in this year's upcoming National elections.

"If it's a fight you want with the Mail Handlers, it's a goddamn war you'll get with LIUNA," O'Sullivan bellowed to a standing ovation. "Your LIUNA brothers and sisters are proud as hell of you."

O'Sullivan claimed that LIUNA's endorsement of Democratic Presidential candidate Hillary Clinton

came easily – not only is she "a staunch defender of the right to organize," she is an extremely qualified candidate for President. He also noted that Secretary Clinton happens to be running against a volatile opponent, one who is dangerous, unqualified, and wholly anti-Union. "I say Trump is a chump," said O'Sullivan. "It's time, with all due respect, to cut the bull; damn, it's time to elect Hillary."

President Hogrogian presented President O'Sullivan with "yet another empty wooden box," the gift of choice for all guest speakers. He



Chris Bentley
Local 297 President



Cindy Hoehl-Rinker
Local 321 President



Dan Riemann
Local 324 President



Election Committee Chairwomen and New York SEBM Yvette Johnson report on the activities of the Election Committee



Rep. Danny David (IL-7th) delivers passionate words to NPMHU delegates



Election Committee Chairman Tommy Reid opens the floor for nominations

- Tommy Reid, Local 300
- Michael Rembelinsky, Local 308
- Claude Ridley, Local 321
- Eric Schneider, Local 303

Finally, Rules Committee Chairman John Gibson delivered his committee's report and moved to adopt the thirty-one rules recommended by the Rules Committee. Chairman Gibson, who also serves as the Eastern Regional Vice President and President of Local 308, explained how crucial rules are to the Convention proceedings, and thanked his Committee members for all their hard work in developing these rules. All rules were met with overwhelming approval, and therefore were adopted by the delegates.

All in all, the Convention's first day was jam-packed. Recess was called a little early in order to facilitate the start of the Judge's Election. Delegates lined up to cast their votes for three Judges.

of Veteran Affairs. After the slideshow, President Hogrogian asked all veterans in attendance to stand and be thanked for their service. Scores of delegates rose to be honored.

Next, the chair of the Credentials Committee took the podium again, and reported that all 288 delegates had officially registered – travel

Reports were then presented by the Credentials, Election, and Rules Committees. All three committees were brought to the stage for a round of applause and a brief picture, and then the respective committee chairs spoke to the delegates. Credentials Chairman Pervous (Andy B.) Badilishamwalimu of Local 310 moved to adopt the Credentials Report, which was approved unanimously. He also gave a supplemental credentials report that stipulated the number of delegates in attendance for the day.

After playing a short video about election proceedings, Election Committee Chairwoman Yvette Johnson of Local 300 announced the rules adopted for electing the Judges of Election who will conduct this year's election of National Officers. She then received and approved nominations from the delegates for the positions available as Judges of Election. The list of nominees included nine delegates from nine different locals:

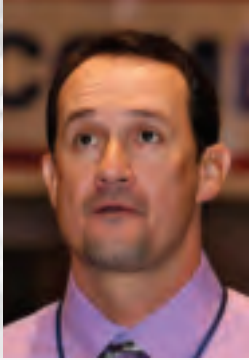
- Richard Coleman, Local 306
- Woody Hendrickson, Local 332
- Roxie Olds-Pride, Local 311
- Susanna Paniagua, Local 320
- Chawanda Parson, Local 310

Tuesday, August 23

Tuesday, or Day 2, proved to be a very exciting day at the National Convention. First, Local 302 Vice President Juanita Contreras delivered a beautiful invocation, which was followed by the daily Pledge of Allegiance. Appropriately, after moment of prayer and reflection, President Hogrogian took a moment to honor all those that have served with a "Salute to Troops" slideshow. The Postal Service is a major source for veteran employment – second only to the Department



(l-r) Thomas Ruther, Robert Blum, Charles Manago, Kevin Fletcher, Eileen Mills, Tim Dwyer, Don Gonzales, Teresa Harmon, David Ross, Thomas (TJ) Branch



David Wisneski
Local 331 President



Don Chapman
Local 325 President



Don Sneesby
Local 316 President



NPMHU HQ Staff

(l-r) Ponise Dorsey, Michael Hora, Bob Losi, Noah Giebel, Martha Ring, Mitzi Montemore, Keanna Whitlock, Robin Daniels, Rachelle Clark, and Deb Meyers



National President Paul Hogrogian

delays had prevented a few from arriving on time. After he spoke, the Committee to Elect the Election Committee announced the results of the prior night's judges' election. The winning candidates were announced, and they immediately started to preside over the upcoming election of National Officers. The winning candidates were Tommy Reid, Local 300, Chair; Richard Coleman, Local 306; and Chawanda Parson, Local 310.

As the newly elected committee of Judges took the stage, President Hogrogian took a moment to honor the hard work performed by the dedicated staff of the National Union. Those who normally work in accounting, contract administration, and regional representation (just to name a few) have all provided invaluable support roles to help organize and run the National Convention.

After this, Tommy Reid, the Chair of the newly-constituted Election Committee gave a brief address. He laid out the rules that would govern the primary elections on Wednesday, and gave delegates a chance to ask questions. Once the rules were announced, it was the official time for nominations.

To many in the audience, the nomination process was the Convention's most pivotal event. National President Paul Hogrogian and National Secretary-Treasurer Mark Gardner, as well as three of the five regional Vice Presidents, were facing re-election. Should two candidates be nominated, there would have to be a mail ballot vote in September. Should three or more be nom-



Sen. Jon Tester (MT) speaks to the importance of the USPS in rural America

inated, there would first have to be a secret ballot primary election on Wednesday, followed by a mail referendum this fall.

First up was the office of National President. Paul Hogrogian was nominated by June Harris of Local 306, and he was the only candidate nominated. As a result, he was declared elected by acclamation. Also elected by acclamation were Secretary-Treasurer Mark Gardner, Northeastern Region Vice President Dave Wilkin, and Southern Region Vice President Lawrence Sapp. All four reelected officers received an enthusiastic and unanimous standing ovation. The positive energy in the room was really something to experience.

Among the other three positions for Regional Vice President in the Central, Eastern, and Western Regions, primary elections were necessary for two of these races, as three or more candidates were nominated from the Convention floor. Two candidates were nominated for Eastern



National Secretary-Treasurer Mark Gardner

Region Vice President, where incumbent John Gibson will face off against Local 305 President Felandria Jackson in a mail ballot election. The other two regions – Central and Western – received multiple nominations, listed below:

- **Central Region Vice President**
- Jim Haggarty, Local 307
- June Harris, Local 306
- Rita Tripp, Local 307
- **Western Region Vice President**
- David E. Castillo, Local 303
- Eddie Cowan, Local 303
- Ernie Grijalva, Local 302
- Donald Sneesby, Local 316
- Javier Valencia, Local 303

The efficiency and enthusiasm of the nomination process was an inspiration, according to Congressman Danny Davis, who delivered an



Ernie Grijalva
Local 302 President



Felandria A. Jackson
Local 305 President



Glenn Berrien
Local 307 President

inspiring address after the nominations were over. A longtime ally of the Union and champion of worker's rights, Rep. Davis spoke about the importance of organized labor and raising the minimum wage. "Anyone working in [fast food or in] barbeque pits definitely needs to make \$15.00 an hour. They need to make \$15.00 a minute."

Davis also talked about the large strides made by women and minorities, and how crucial diversity is to progress, and that it is imperative for the Union to keep fighting its fight in the face of its critics, as progress is never certain.

"You are a society of united mail handlers. You are a society of brothers and sisters who have come together. There are those who are trying to take that away from you," he said. "We have to make use of what we have, which is the power to decide, the power to vote."

Following Davis' address was a short video on collective bargaining and the Report of the National Officers. The actual written report is

reproduced in full later in this magazine. In short summary, however, President Hogrogian and Secretary-Treasurer Gardner pointed out repeatedly that "the state of the Mail Handlers Union is excellent."

As they report, the National Union continues to prevail in national and regional arbitrations, to make progress in national bargaining, and to support important legislative action on Capitol Hill. On a more internal level, the National Union is operating smoothly and efficiently, and for the first time in years seeing the potential for growth in revenue. Additionally, the NPMHU is more connected than ever before with its sister postal unions, with LIUNA, and with the AFL-CIO and the rest of the labor movement.

President Hogrogian tied this back to the Convention's theme. "That's what makes this Union great – the Power of You, all of You. The members also need a strong union, so we need each other. Thanks to you, thanks to all of you, we're going to accomplish great things."

After a lunch break, delegates welcomed to the stage Montana Senator Jon Tester. A huge postal advocate, Tester talked about all he had done with the NPMHU in mind. "When it comes to the Postal Service, it's pretty simple. I want what you want," Tester said. His home state of Montana is especially reliant on the Postal Service, as its rural, mountainous terrain is often bypassed by the private sector. "This is a good government issue, a constitutional responsibility," he said to an enthused crowd. "I'm

willing to partner with anyone who's willing to roll up their sleeves and get to work."

Another leader addressing the delegates was Illinois Representative Tammy Duckworth. A veteran and staunch labor advocate, Duckworth is currently in a race for the U.S. Senate from Illinois. She asked the delegates for their support, and left them with some inspiring words. "I wouldn't be there today if it wasn't for the hard work of labor all over this nation for decades," she said. "I stand shoulder to shoulder with labor, you can count on me. We have a nation to protect, we have a citizenry to serve. No one knows how better to serve than our veterans and our Mail Handlers."

The Union also arranged video messages from important leaders and allies who could not attend the Convention in person. Among those were AFL-CIO President Richard Trumka and Congressman Gerald Connolly of Virginia. Both sang the praises of the Postal Service, and discussed the importance of postal reform legislation and Union solidarity.

Last on the docket for Tuesday was an informative presentation from Aetna representative Brad Corban. Corban and his counterparts at Aetna administer and underwrite the Mail Handlers Benefit Plan (MHBP) – the health plan available to all Union members and their families, as well as other federal and postal employees. He reported that all three plans – the value, consumer, and standard – are in good shape. In fact, the health plan has seen modest growth for the first time in years. Much of this is thanks to the advocacy and marketing efforts of the Local Unions.



Aetna Director of National Accounts, Brad Corban reports on the Mail Handler Benefits Plan MHBP®



National President Paul Hogrogian and National Secretary-Treasurer Mark Gardner present Rep. Tammy Duckworth with NPMHU Convention keepsake box after keynote speech

Wednesday, August 24

Delegates began the third day of the Convention by casting votes in the Primary Election for Officers, as the seats for Central and Western Region Vice President necessitated a secret ballot vote. While the Election Committee processed the hundreds of votes cast before 2:00 p.m., delegates convened in the Imperial Ballroom for yet another day of proceedings.

The day began with an invocation from Tom Staniec, a delegate from Local 318 and a native of Chicago. He was followed by another special guest



James Morris
Local 317 President



Jason Adachi
Local 299 President



Javier Valencia
Local 303 President



President Hogrogian calls the session to order

from the U.S. Congress, Illinois Representative Robin Kelly. Kelly has personal ties to the labor movement, as her brother is a Mail Handler in New York. She explained to the delegates how her brother keeps her informed.

“You don’t have to lobby me; my brother sends me texts. ‘Better have a job after this,’ he writes; ‘a pay raise would be nice too,’” Kelly said. An advocate of postal reform, Kelly believes this legislation and related measures stand a good chance of passage with a new administration.



Rep. Robin Kelly (IL 2nd) addresses mail handler delegates

Kelly also harped on the importance of the next generation. “Let’s give ourselves a pat on the back; we have taught them well. It is reassuring to know we’re leaving our democracy to a generation [that] supports principles and ideals, diversity, inclusion, justice, and equal opportunity for all.”

At the end of Kelly’s address, President Hogrogian gave her a warm embrace. “[It’s] good we have somebody in our family representing us. It’s a good damn thing,” he said. Hogrogian also gave Kelly “an empty wooden box,” the gift bestowed on all guest speakers. Kelly happily accepted the gift: “when you come to visit me in DC,” she said, “this will most definitely be on my desk.”

Hundreds of proposals were submitted for Committee review in June, and those recommended were to be reviewed first. In order for each amendment to pass, it would need to be approved by a super-majority vote (2/3 of the delegates). For an amendment to a proposal to be reviewed on the floor, there would need to be a simple majority (1/2) vote to move the amendment. Fortunately, Parliamentarian Overbey was present to help ensure compliance with the governing rules.



Vice President, Central Region, Jefferson C. Peppers III discusses activities of the Constitution Committee

Next up was the Report of the Constitution Committee. After the Committee was introduced, Chair Jefferson C. Peppers III took the podium. A retiring officer, Peppers congratulated his brothers Paul Hogrogian and Mark Gardner on their re-election and expressed excitement about his upcoming retirement. He then went on to explain the process for reviewing amendments.

All proposals recommended by the Constitution Committee in both the National and Uniform Local Union Constitutions were passed by the delegates nearly unanimously. These changes ranged from cosmetic to substantive – with the former resulting in no debate and the latter inspiring some discussion. Some of these changes include encouraging National Officers to visit nearby postal facilities during SAMLUs and Board Meetings, streamlining the process for selecting and credentialing delegates at the National Convention, and updating the



Vice President, Eastern Region, John A. Gibson addresses delegates





Jeff Larsen
Local 323 President



John (J.R.) Macon
Local 329 President



June Harris
Local 306 President



Vice President, Northeastern Region, David E. Wilkin during a moment of personal privilege

hikes in dues as well as the salaries of the National President and Secretary Treasurer.

This is not to say all amendments were blindly approved. Some spirited debate ensued over those in the ULUC. Delegates discussed the pros and cons of approving the ban on pre-signing of checks and the possible expansion of vice presidential duties, among others. The latter resulted in amendments to amendments and proved to be a parliamentary challenge for both the Convention Chair and the Parliamentarian.

In between these discussions, delegates watched a video address from APWU President Mark Dimondstein. He spoke about the Grand Alliance formed among the major Postal Unions. “We talk about the Power of You, but we also have to remember the Power of Us. An injury to one is an injury to all, and in our unity lies our strength.”

Thursday, August 25

The fourth day began with yet another video greeting, this one from California Representative Loretta Sanchez. She praised the craft and declared her opposition to the Postal Reform bill as it currently stands. After this, Local 311 Treasurer Roxie Olds-Pride gave an inspiring invocation.

President Hogrogian opened with a heartfelt thanks to both the Union and the delegates. “[The] reception you all gave me was overwhelming, and something I’ll remember for my entire life,” he said. He also took a moment to thank his family and to recognize the three generations of Hogrogians in the audience.

The Election Committee took the stage next to announce the results of Wednesday’s primary election, with the successful candidates as follows:

CENTRAL REGION VICE PRESIDENT

- Jim Haggarty, Local 307
- June Harris, Local 306

WESTERN REGION VICE PRESIDENT

- Eddie Cowan, Local 303
- Donald Sneesby, Local 316

These winning candidates will be on the mail ballot in September and October, together with the two candidates for Eastern Region Vice President. Unlike the primary elections at the Convention in which all delegates participated, the final elections will only occur within the Regions in question. All members in good standing will be eligible and encouraged to vote in their Region.

In addition to these two elections, Local 308 President and incumbent Eastern Region Vice President John Gibson will be running against Local 305 President Felandria Jackson for the position of Eastern Region Vice President. No primary election was necessary this week, as there were only two candidates nominated.

Not unlike President Hogrogian, the three other National Officers elected by acclamation all took a moment to thank their constituents, their families, and the delegates for their confidence and support. Retiring Vice Presidents Rudy Santos and Jefferson C. Peppers III also took a moment to reflect on their service and thank the delegates.

The Convention returned to the remaining constitutional amendments. Ultimately, all recommendations from the Constitution Committee were approved. Delegates also had a chance to discuss and debate those amendments not recommended by the Committee. Among those discussed were the proposed reinstatement of the supplementary dues check-off program, the eligibility of retired officers to run for and hold union office, and a proposed just cause provision for removing stewards. None of these had sufficient support to garner a supermajority of the delegates.

One amendment not recommended by the Constitution Committee was successfully passed by the delegates, after it was narrowed and otherwise amended. It was brought to the floor by

delegate Ira Edelstein of Local 318, with friendly amendments from delegates Nick Mosezar of Local 318, J.R. Macon of Local 329, and Kerry Scates of Local 329. This amendment concerns the finality of a financial penalty imposed after a trial board hearing. Language was drafted on the Convention floor, and ultimately passed by the required two-thirds vote.

As a result, the 2016 edition of the Constitutions will look considerably different than the one that preceded it. Only a handful of these changes are particularly substantial, but they certainly will make for better constitutional documents.

The delegates also got a chance to look at the bigger picture when NALC President Fred Rolando delivered a thorough address Thursday morning. Rolando talked about possible postal reform legislation, and how the Unions can assist each other in this fight to preserve the Postal Service. “The grassroots involvement of all our members is so important politically and legislatively,” Rolando said. “Our issues are not Democrat, they’re not Republican; they are American. That’s the type of activism we really need to see.”

Rolando discussed that for the first time in history, the Unions were able to come together with the mailers (such as Amazon and eBay) and the Postal Service through the Postmaster General to form a coalition of like-minded organizations. Although members of this coalition have different individual interests, collectively it has been able to agree upon a bill with some basic protections and improvements. After all, everyone in the coalition shares the goal of keeping the Postal Service strong and thriving into the future.

“Two things I want to leave you with – one of them is we have adversaries, we’re in a war, but always remember, you don’t have any in this room. We have to come together as a team. Because all the things we do, they don’t mean anything if this company (the Postal Service) doesn’t continue to exist. Second, [w]hatever you do for the Mail Handlers Union, whether you’re an officer or a steward, you are why your Union is strong. Your Union is as strong as it is because of what you do, day in and day out. All the strength and success in the Union comes from what you do everyday.”



NATIONAL POSTAL MAILHANDLERS UNION



2016 CONVENTION, CHICAGO, ILLINOIS



Kelly Dickey
Local 322 President



Kevin Tabarus
Local 300 President



Larry Burk
Local 327 President

Later in the day, Legislative and Political Director Bob Losi spoke to this point. He thanked the membership for their tireless work in the field, and provided more context about the two postal reform bills now pending before Congress. Losi also talked about how important it is to vote in the upcoming U.S. national election, encouraging delegates to register their newly eligible relatives. Afterwards, Losi took questions from the delegates about how to best get involved politically. He encouraged participation in their respective State AFL-CIO organizations, and in efforts to get out the vote – both up and down the ticket.

Delegates heard another video address – this one from Utah Representative Jason Chaffetz. As a co-sponsor of the House’s postal reform bill, Chaffetz is trying to be a friend to the Postal Unions and the Postal Service. “We have to make the Postal Service more relevant,” he said.

The last order of business for the day was the introduction of the Legislative and Political Committee, preceded by a brief video available for viewing online. Chair Rudy Santos rose to thank his committee for all its hard work, and moved to read through the report along with the recommended resolutions. A resolution, unlike a constitutional amendment, only requires a simple majority for passage. This did not prove to be an important hurdle, however, considering the delegates approved the first four resolutions before them by a wide majority. These resolutions can be found elsewhere in this magazine, reproduced in full.



NALC National President Fredric V. Rolando

Friday, August 25

The penultimate day of the Convention consisted of respectful and intelligent debate over resolutions put forth by the Legislative and Political and Resolution Committees. Friday morning started with an invocation from Local 318 Delegate Wayne Campbell and several videos.

many semi-successful attempts to convey the Convention theme.



Legislative and Political Director Bob Losi

The delegates viewed video addresses from Congressman Bill Pascrell (D-NJ) and Senator Bob Menendez (D-NJ), and also had a chance to laugh at themselves, as they watched a video of National President Hogrogian’s semi-successful attempt to throw out the first pitch at a recent Mets-Padres game at Citi Field. On a related note, the delegates also watched the official “Power of You” blooper reel, which also included

Rudy Santos took the microphone next to introduce the remaining four resolutions for debate. All were positively received, especially the final resolution containing an endorsement of Hillary Clinton for President of the United States. Staff was at the ready with posters and buttons, which the delegates waved in celebration.



Vice President, Western Region Rudy Santos



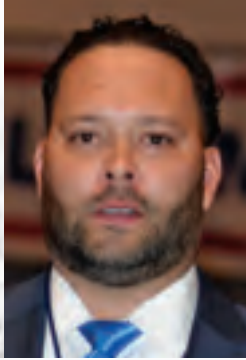
Vice President, Southern Region Lawrence B. Sapp delivers passionate remarks when speaking to Resolution Committee actions

With the NPMHU presidential endorsement complete, it was time to move on to labor-related and policy resolutions. President Hogrogian introduced members of the Resolutions Committee, including its Chairman, Lawrence Sapp. Sapp thanked members of the committee for all their hard work in developing the nine resolutions presented to the delegates.

Most of these resolutions were fairly straightforward and involved no debate. One notable exception, however, was a resolution pledging support to the Black Lives Matter movement.



Mark Bennett
Local 319 President



Maurice A. Torres
Local 313 President



Nick Mosezar
Local 318 President



The delegates celebrate the enthusiastic endorsement of Hillary Clinton for President.



**Pervous (Andy B.)
Badilishamwalimu**
Local 310 President



Randy Krueger
Local 333 President



Rene Morissette
Local 301 President



Local Presidents Don Sneesby (316-Seattle) and Cindy Hoehl-Rinker (321-Denver) pitch the attributes of their home city in hopes of hosting the 2020 National Convention.

This resolution led to a powerful discussion, which was started by Chairman Sapp.

“This wasn’t an easy resolution. We realized we had to work together, a microcosm of the Union’s makeup in the room. I encouraged debate, encouraged input, and received input from each committee member. [We] left that room better union people. This year I ask that we come to a resolve as a Union with unionism. Don’t let an outside force come between us. This is not just about Black Lives Matter as they see it; this is how we see it.”

In an act combining courage and conviction, the Union moved to pass this controversial resolution with near unanimity. Many delegates

spoke and shared their personal stories. Others expressed support for the goals stated in the resolution, if not for all of the disparate goals of the movement nationally. This moment of solidarity and unity will certainly resonate for years to come.

Ultimately, all nine proposed resolutions were passed by the delegates. These are reproduced and can be read in their entirety elsewhere in this magazine.

Saturday, August 26

The last order of business at any NPMHU National Convention is always selecting a site for the next quadrennial convention. Under the

NPMHU Honors Peppers and Santos on Well Deserved Retirement

Many delegates and convention attendees took time to honor retiring NEB members Jefferson Peppers and Rudy Santos. President Hogrogian presented both with the infamous NPMHU box, and gold lifetime membership cards.

Jefferson C. Peppers

Jefferson C. Peppers, III joined the US Army at the age of 19 where he served with distinction for 3 years. Shortly thereafter, Brother Peppers began his postal career at the South Suburban, Illinois facility in 1973, transferring after two years to the Chicago Bulk Mail Center. During his esteemed career of more than 40 years, he served the members of Local 306 in various capacities, including shop steward, arbitration advocate, and manager of the Local 306 Arbitration Committee. Jefferson also served the membership in the elected capacity as Vice President of Local 306 for

fourteen years before being elected to Local President in 2008, a position he held for two terms.

Brother Peppers also served his Union at the national level as a member of the NPMHU National RI-399 Arbitration Team. In 2008, Jefferson was appointed to the National Executive Board as Central Region Vice President, and was then elected to that position by acclamation of the delegates at both the 2008 and 2012 Conventions.

Brother Peppers has helped shape the direction of the NPMHU through his service as an elected delegate to every NPMHU Convention since 1992. This 2016

Convention in his home town of Chicago, Illinois, is his seventh consecutive. Jefferson has served these NPMHU National Conventions as Chairman of the Credentials Committee in 2004, as Chairman of the Resolutions Committee in 2008 and 2012, and as Chairman of the Constitution Committee in 2016.

Jeff, we thank you for your unyielding commitment and dedication to this organization. You are a committed leader who always fought for the betterment of others. Your wit and wisdom will be sorely missed. The NPMHU offers you its sincere gratitude for your many years of faithful service.



Jefferson C. Peppers



Rudy Santos

Rudy Santos

Brother Santos was hired as a Mail Handler in Phoenix, Arizona in 1977, following five years of service in the Army’s 82nd Airborne Division. During his esteemed career of more than thirty years, he served the members of Local 320 in various capacities, including shop steward and arbitration advocate. As an advocate, he prevailed in a landmark arbitration case in which the Phoenix mail handlers shared an arbitrator’s award of over \$13.8 million dollars – resulting in individual payments of over \$20,000 per mail handler. Rudy also served the membership in the

elected capacity as Vice President of Local 320 for 15 years before being elected to Local President in 2002, a position that he held for four terms.

Brother Santos has served his Union at the national level as a member of the National RI-399 Arbitration Team and on the Committee of the Future. On January 1, 2008, Rudy was appointed to the National Executive Board as Western Region Vice President and was then elected to that position by acclamation by the delegates at both the 2008 and 2012 Conventions. Rudy has also helped shaped the direction of the NPMHU

through his service as an elected delegate to every NPMHU convention since 1987. Rudy was elected as a National Judge of Election in 2000. In 2008, 2012 and 2016, he has served as the Chairman of the Political and Legislative Committee.

The NPMHU is pleased and honored to recognize the tireless service and commitment that you have given your fellow union members. The NPMHU offers you its sincere gratitude for your many years of faithful service.





Sheldon D. Adams
Local 334 President



Todd Larson
Local 328 President



Troy Davis
Local 312 President



William H. McLemore III
Local 304 President



Woody Hendrickson
Local 332 President

rules governing the 2016 National Convention, delegates were able to submit, on or before 5:00 p.m. on Wednesday, August 24, any location covered by the 37 Local Unions for consideration by the delegates. This year, seventeen submissions were made in a timely and appropriate manner. They were:

- Los Angeles, CA
- San Diego, CA
- San Francisco, CA
- Denver, CO
- Washington, DC
- Hollywood, FL
- Miami, FL
- Orlando, FL
- Tampa, FL
- Honolulu, HI
- Detroit, MI
- Puerto Rico
- San Juan, PR
- South Carolina
- Memphis, TN
- Houston, TX
- Seattle, WA

Before delegates got a chance to choose between these proposed sites, they heard an invocation from Local 311 Delegate Jesse James Givens. Next up was Misty Crull, a member of the staff at the Fairmont Hotel and an active member of the UNITE HERE Local 1, the union representing the Fairmont's workers. Hall expressed her appreciation for the Arrangements Committee's selection of the Fairmont Hotel:

"Because of you, union housekeepers worked for seven days. Union cooks, which I'm proud to be, worked for seven days. It's all because of you that you decided to support us. Voices out there say that we have nothing in common, that we don't care about each other, that we don't like each other. But the union workforce at this hotel is much like the union workforce in this room.

You cared enough to choose this hotel, you cared enough about me, you cared enough about us. You didn't just talk the talk, you walked the walk."

President Hogrogian presented Crull with one of the by-now infamous empty boxes (and an NPMHU sweatshirt) as tokens of gratitude for her inspirational remarks.

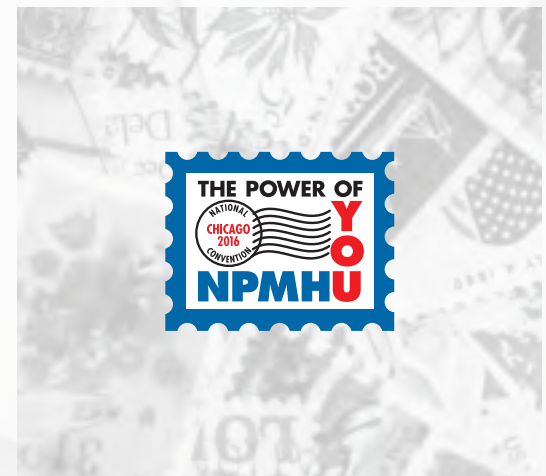
Although there were not enough empty boxes for everyone who worked so hard during the Convention, delegates gave special thank yous and shout outs to various staff, including NPMHU Special Projects Coordinator Noah Giebel, photographer Cindy Loo, the entire production crew, and the ASL interpreters. The kindness only continued with the delegates giving extra union sweatshirts to a local homeless shelter.

Returning to business, delegates were allotted 8 minutes to speak on behalf of each site submitted. Of those submitted, only a few were presented upon. After each presentation – or lack thereof – delegates applauded to indicate interest or approval

of the proposed site. Ultimately, this led to a final contest between Denver, CO and Seattle, WA.

Delegates debated the merits of attending either city. Consideration was given to points of interest and questions related to accessibility, union hotels, cost, tourist attractions, and weather. After the debate, each Local's delegation had the chance to caucus before engaging in a roll call vote. The race was close, but ultimately Denver defeated Seattle by a margin of approximately 300 weighted votes.

After this was decided, President Hogrogian moved to close the Convention, but not before offering a sincere and heartfelt thanks to the delegates. "We got a lot done. We changed the constitution for the better. We endorsed a candidate for President. We passed important resolutions. We had spirited debates and we treated each other with dignity and respect," he said. With this approach, "we're going to go a long [expletive deleted] way."



COMMITTEES



Rules Committee

(l-r) 331 David Wisneski, 313 Maurice Torres, 311 Linda Lewis, 307 Glenn Berrien, 305 Eugene Horton, NEB John Gibson (Chairman), 302 Juanita Contreras, 299 Jason Adachi, 314 Anthony Banks, 317 James Morris



Constitution Committee

(l-r) NEB Jefferson Peppers (Chairman), NEB David Wilkin, 323 Jeff Larsen, 332 Woodrow Hendrickson, 318 Nick Mosezar, 310 Lisa Greer, 316 Don Sneesby, 306 June Harris, 300 Kevin Tabarus, 302 Ernie Grijalva, 297 Chris Bentley, 301 Neil Ryan



Resolutions Committee

(l-r) 302 Anthony Coleman, 315 Bryan Easley, 325 Don Chapman, NEB Lawrence Sapp (Chairman), 322 Kelly Dickey, 311 Charles Charleston, 316 Deborah Retter, 327 Larry Burk, 305 Felandria Jackson, 308 Michael Mohan, 328 Todd Larson



Legislative and Political Committee

(l-r) NEB Rudy Santos (Chairman), 333 Randy Krueger, 334 Sheldon Adams, 322 John Szewczyk, 330 Robert Griffith, 304 William McLemore, 301 Rene Morissette, 316 Leo Ebio, 303 Javier Valencia, 321 Cindy Hoehl-Rinker



Credentials Committee

(l-r) 310 Pervous Badilishamwalimu (Chairman), 324 Dan Riemann, 329 John (J.R.) Macon, 311 Roxie Olds-Pride, 300 Wilfredo Delgado, 312 Troy Davis, 320 Alex Cervantes, 309 Joyce Miskell, 318 Joyce Weber, 321 Ed Flagg



Election Committee

(l-r) 318 Ira Edelstein, 306 Greg Newsome, 300 Yvette Johnson (Chairperson)

CONVENTION MOMENTS



AROUND THE UNION



Central Region



Eastern Region



Northeastern Region

AROUND THE UNION



Southern Region



Western Region



Local 297



Local 298

AROUND THE UNION



AROUND THE UNION



Local 307



Local 311



Local 308



Local 312



Local 309 and 313



Local 314



Local 310



Local 315

AROUND THE UNION



Local 316



Local 320



Local 317



Local 321



Local 318



Local 322



Local 319



Local 323

AROUND THE UNION



Local 324



Local 328



Local 325



Local 329



Local 327



Local 331



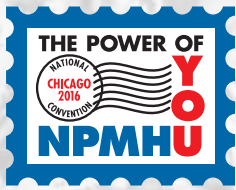
Local 334



Local 330



Local 332



REPORT of the National Officers

PREPARED FOR THE DELEGATES TO THE 2016 NATIONAL CONVENTION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

CHICAGO, ILLINOIS | AUGUST 22-27, 2016

Article XII, Section 9 of the National Constitution of the National Postal Mail Handlers Union requires the National President, acting on behalf of the entire National Executive Board, to present a report to the delegates describing all of the activities and accomplishments of the Union since the last Convention. This written report is being distributed to comply with that requirement. All delegates attending the 2016 National Convention will receive a copy, and a copy will be made available to all other Union members over the coming weeks. The entire NEB sincerely hopes that all delegates and other Mail Handlers will take whatever time is necessary to review this report, for the NEB strongly believes that an informed membership is crucial to the continued success of the NPMHU.

Overview

At its 2012 National Convention, the NPMHU celebrated a significant milestone in the history of our great Union, for 2012 marked the 100th anniversary of the founding of the NPMHU, which was initially recognized by the Post Office Department in August 1912 as the National Association of Post Office and Railway Mail Laborers representing postal laborers. It truly can be said, therefore, that the past four years have been the first four years of the NPMHU's second century. What has happened during the past four years, and also what has not happened or not been completed during the past four years, will have a profound impact on our Union for many years to come. Looking back to the period running from August 2012 through August 2016, therefore, is not only relevant to our history, but also important to our future.

Four years ago, the NEB told the delegates assembled at the 2012 Convention in Portland, Oregon that the state of the National Union was excellent; that the Union and all of its officers, representatives, and members at the National, Regional, and Local levels had reason to be proud about their accomplishments; and that every Mail

Handler had reason to be optimistic about the future. Although much has changed in the past four years, the NEB is pleased to report that the status of the Union remains the same: the state of the NPMHU is excellent, if not outstanding.

In 2012, the Union and all Mail Handlers were still enjoying the fruits of the wage increases and non-economic improvements contained in the 2006 National Agreement, and the Union was preparing for arbitration over the terms of the 2011 National Agreement. The nation also was in flux, as the re-election of the President Obama and a new U.S. Congress was still months away, and both the American economy and the U.S. Postal Service were only beginning to recover from the failed economic policies that caused the Great Recession of 2008.

During the past four years, many of the critical factors that affect the day-to-day lives of Mail Handlers have seen only minimal progress. The impact of the Great Recession – brought about because of greed in the banking industry and on Wall Street, an out-of-control housing market, and eight years of disastrous economic strategies implemented by the George W. Bush Administration – has been longer lasting than economists or other experts predicted. The American voters, apparently preferring tension and gridlock between the branches of the federal government, cast their votes both in 2010 and 2014 to put anti-worker, tea-party, right-wing Republicans in charge of both houses of Congress, while also voting in 2012 to re-elect President Obama by an overwhelming margin. This political stalemate has left unaddressed many of the crucial economic issues on the domestic agenda of the United States, including postal reform. As a result, the Postal Service has been forced to deal internally with a sustained and irreversible decline in first-class mail volume (caused by both the recession and ongoing diversion of the mail to the internet and email). Fortunately, in recent years, the decline in first-class mail has been accompanied by double-digit gains in package mail. But postal reform is still pending in Congress, and likely changes in the

Postal Service's debt and ratemaking systems are just around the corner.

In this context, although the NPMHU remains strong and vibrant, there are significant challenges facing our nation, the Postal Service, and this Union. At this writing, the National Office continues to work diligently to finalize bargaining over the terms of the 2016 National Agreement between the NPMHU and the Postal Service, which will be subject to membership ratification. We continue to battle on Capitol Hill and in the Executive Branch to preserve not only our statutory benefits and our collective bargaining process, but also to guarantee the important and sustained role that the Postal Service must continue to play in the future of our American communications system. We continue to marshal our forces, along with the rest of the American labor movement and other like-minded organizations and individuals, to ensure that pro-worker, pro-union, pro-working family candidates are elected into office by the American people. And the Union at all levels must continue to struggle against the internal effects of declining membership, rising expenses, and more intense disputes with the Postal Service, notably relating to the closing and consolidation of postal plants, the erroneous assignment of Mail Handler functions to non-NPMHU employees, and the outsourcing of Mail Handler work.

Visitors, guests, and other attendees less familiar with the NPMHU might wonder how the Union is able to deal simultaneously with all of these important issues, any one of which could lead to catastrophic results for the NPMHU and all Mail Handlers represented by the Union. But the delegates and other Mail Handlers who gather at this 2016 National Convention know, from personal experience, that the NPMHU has been growing stronger for the past quarter century by utilizing, in a thoughtful and rational way, all of the resources at its disposal, be they economic, political, organizational, contractual, legal, or personal.

Of course, the most important resource of the NPMHU is the Power that YOU — and by YOU,

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we mean all delegates and all Mail Handlers – have generously bestowed upon the National Union. The National Office could not represent Mail Handlers without the Power of YOU. With your support, the NPMHU remains fully committed to do everything necessary to represent Mail Handlers, and to represent Mail Handlers successfully. We are prepared to confront all challenges presented and to overcome all obstacles in our way, and to ensure that all Mail Handlers represented by this great Union have a future that is even brighter than the past.

That is why, at this 2016 National Convention, the NPMHU recognizes and celebrates the power of YOU, the elected delegates at this Convention and the entire membership of this Union. We acknowledge that our members are crucial to our success, and our success as a National Union is crucial to our members and their families. Each day the NPMHU strives to work as hard as possible for our membership. Whether it is negotiating the terms of the National Agreement; lobbying on Capitol Hill; electing pro-worker candidates to federal office; dealing with ill-advised closings and consolidations of postal plants or subcontracting; or representing Mail Handlers during grievance meetings or in arbitration hearings, the NPMHU and its Local Unions are constantly serving the members. At the same time, the NPMHU membership – including the Local officers, stewards, and elected delegates – contains our best advocates, representatives, and spokespersons for this Union. Thanks to your dedication to your Union – and to each other – the NPMHU has been able to achieve great things.

Our goal for this Report, therefore, is to recount our successes, and to demonstrate how the NPMHU has been able to win so many battles, big and small. The common thread in all of this information, simply put, is the Power of YOU: the remainder of this Report examines how the Power of YOU has been harnessed at the National, Regional, and Local levels over the past four years.

Collective Bargaining

As always for the NPMHU, the primary focus of the National Union has been on negotiating, arbitrating, and implementing our National Agreement with the Postal Service. These efforts are focused not only at the bargaining table against the Postal Service, especially during

rounds of National negotiations, but also between periods of direct negotiations, when the Union must enforce the National Agreement at all levels of the Union. During the past four years, the National Office has been exceedingly busy in this area, with two rounds of National bargaining, a host of National arbitrations, and almost constant grievance activity.

When the delegates convened in 2012, the NPMHU was in the midst of negotiations and dispute resolution procedures. The Union had wrapped up bargaining with the Postal Service, after several extensions in the deadline, and had participated in mediation to no avail. Despite the resolve presented by the bargaining teams on both sides, a negotiated agreement proved impossible to reach. The inevitable next step was binding interest arbitration.

The parties entered binding arbitration in late 2012, and a final decision from the panel chaired by Arbitrator Herbert Fishgold was issued in February 2013. The NPMHU-appointed member of the arbitration panel was Robert Weinberg, from the law firm of Bredhoff & Kaiser, PLLC, which also is the home of NPMHU General Counsel Bruce Lerner. USPS counsel Robert Dufek was the Postal Service's appointed arbitrator. The Award followed fifteen months of work by the NPMHU, including its National Officers, the National CAD, its legal staff, and a series of expert witnesses and consultants who diligently prepared the union's case for the interest arbitration proceeding.

The Fishgold Award ushered in several major changes. First, the award fully protected the jobs and careers and living standards of all 42,000 career Mail Handlers then employed by the Postal Service. After a two-year wage freeze, it restored, starting in November 2013 and continuing through May 2016, the historic pattern of annual general wage increases and semi-annual cost-of-living adjustments for all current Mail Handlers. The general wage increases were 1%, 1.5%, and 1% percent during November 2013, November 2014, and November 2015, respectively. The award also granted a potential for seven COLA payments to be made over the course of the four and one-half year agreement. Taken together, these wage and COLA increases were similar to those negotiated or arbitrated by the other, major postal unions. The arbitration panel also ordered a continuation of the one

percent per year hike in employee contribution rates for health insurance, and included a small upward adjustment in night shift differential (of 7 cents per hour) and of clothing allowance.

The principal basis for the Fishgold Award was the Postal Service's financial position – that due to decreasing volume, no government aid, and competing services from the private sector, the Postal Service (although not in bankruptcy, as it had claimed) found it difficult to stay afloat financially. So, although the arbitration panel recognized the need for current Mail Handlers to receive ongoing wage increases, the panel concluded that there was not enough postal revenue to continue the economic and non-economic benefits offered under the National Agreement to all future employees.

Thus, the Award substantially changed the workforce that is now performing Mail Handler work. First, in the larger facilities, all part-time flexible employees were converted to full-time regular, and as of August 2016 there are fewer than 75 Mail Handlers who are still PTFs in smaller facilities. Second, the number of casuals employed in the Mail Handler craft was reduced to 5.0%, while the “in lieu of” clause and other restrictions on their hiring were eliminated. Third, and of most importance, a new category of non-career but bargaining unit employee was created, called the Mail Handler Assistant or MHA. The MHA category now serves as the entry point for all future career mail handlers to be hired by the Postal Service. A maximum of 15% of mail handlers in any district may be MHAs, with a cap of 20% in any particular installation. Unlike casuals, MHAs are members of the NPMHU bargaining unit, are hired based on the postal exam and other routine hiring criteria, and are eligible for conversion to career status based on their relative standing. Although MHAs work flexible hours and may be separated for lack of work, many other provisions of the National Agreement are applied to their employment, and the Union is able to represent them in the grievance and arbitration process. Starting pay for new MHAs was set by the Fishgold Award at \$13.75 per hour at Level 4 and \$14.50 per hour at Level 5, but those amounts have increased by a total of 7% during the remaining years of the 2011 National Agreement to 14.71 and \$15.51 per hour. MHAs also have limited access to subsidized health insurance in accordance with the Affordable Care Act.

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Significantly, future career employees (those hired or converted into career status after February 15, 2013) are being placed on a revised pay scale that reduces entry pay, but contains seventeen step increases of more than \$1,300 each, providing guaranteed increases in pay every 52 weeks, with top pay at Step P being precisely the same of current career mail handlers. The wage scale governing future career employees will continue to be adjusted upward by general wage increases and COLA increases, although the COLA before top step will be proportional to the COLA at Step P. The USPS demand for a permanent two-tier pay scale was rejected.

Also rejected by the arbitration panel were a series of draconian proposals from the Postal Service, including absolutely no general wage increases for career employees, no cost-of-living adjustments, and a drastic increase in employee contributions for health insurance to the current rate paid by federal employees. Another proposal from the Postal Service sought to modify, and effectively eliminate, the current no lay-off clause. In addition, the Postal Service sought the authority to hire and to utilize, without any contractual restrictions whatsoever, a total of 25% casual employees. Finally, for new career mail handlers hired in the future, the Postal Service proposed that their pay rates be 20% lower at the entry level and 20% lower at the maximum level.

After issuance of the Fishgold Award in 2013, the NPMHU National Office moved quickly to work on all of the items that the arbitration panel referred to the parties for further action and implementation. The National Officers and Contract Administration Department worked closely with the Local Union leadership to ensure compliance with the Award, and to promptly address any issues that developed while the new contract was implemented.

By far, the biggest splash made by the Fishgold Award was the introduction of the MHA as a new type and level of employee. Effective February 2013, all entry level Mail Handlers have been required to serve as a non-career, bargaining unit employee until they are converted to full-time career status. MHAs are eligible to join the Union immediately, and are converted to regular based on their relative standing. Indeed, being an MHA is now the exclusive means of being introduced into the career workforce, as part-time flexible employees have been eliminated in most larger

facilities, and most of the pre-existing part-time regular employees also have been allowed to convert to full time. The establishment of this MHA category was offset, in substantial part, by a reduction in the number of casual employees down to 5 percent (exception periods excluded).

The Fishgold Award's creation of the MHA category has presented both the NPMHU and the Postal Service with the challenge of integrating this new employee into the full Mail Handler workforce covered by the National Agreement. Further details on this topic are included in the discussions later in this report related to 2016 negotiations and ongoing contract administration.

For the past year, the focus of the National Office has been on National negotiations over the terms of the 2016 National Agreement. As always, the bargaining process has been lengthy, beginning with the solicitation of proposals from the membership. Around that same time, the National Office used one day at the Semi-Annual Meeting of the Local Unions in August 2015 to conduct a bargaining strategy session, to discuss bargaining goals and objectives and how best to achieve them. Both the Field Negotiating Committee comprised of Local and National officers and the National Negotiations Team worked endlessly to develop and analyze proposals, to prepare and present those proposals at the bargaining table, and to make the compromises and adjustments that are part of any negotiations. In total, the Union ended up submitting 97 pages of proposals, but a good number of those pages contained more than one proposal, so the Union probably submitted over 125 proposals; the USPS submitted about 25 of its own proposals. The parties also exchanged hundreds of counter-proposals through the 90 days of bargaining.

Even before negotiations started, the NPMHU made its priorities very clear: (1) continuation of general wage increases and cost-of-living adjustments; (2) addressing a host of MHA-related issues and improving pay and work rules for MHAs; and (3) moving forward to prevent subcontracting and actually insource Mail Handler work.

Negotiations continued until the midnight deadline on May 20, 2016, at which point the parties agreed to extend their negotiations. There were two primary reasons for this extension: first, the parties had made substantial progress in bargaining, with many tentative

agreements already initialed and verbal commitments on approaches to address the outstanding issues; and second, both parties wanted to wait for the final arbitrated award covering the contract between the Postal Service and the American Postal Workers Union.

The APWU-USPS arbitration award was issued in July 2016, fourteen months after the end of those negotiations, by a panel headed by Stephen Goldberg. The decision awarded a contract covering 40 months, from May 21, 2015 to September 20, 2018. On the key economic issues, the award provided career employees with three general wage increases of 1.2%, 1.3%, and 1.3%, as well as a potential for five cost-of-living adjustments during the same time period. Non-career employees who are not eligible for COLA were awarded wage increases of 2.2%, 2.3%, and 2.3%, plus another 50 cents per hour spread over the contract. The award also included no layoff protections for career employees currently on the rolls, and a continuation in the annual adjustments for the costs of career employee health insurance.

With this APWU-USPS award now completed, the NPMHU and the Postal Service are jointly aiming to complete their bargaining process with a negotiated settlement. Only a handful of issues remain, and talks are underway to resolve those differences. It will probably be September or October before all matters are finalized, but if and when a tentative settlement agreement is reached, it will be subject to ratification by the entire membership of the NPMHU.

With regard to tentatively agreed-to items expected to be included in the 2016 National Agreement, the eventual agreement should include general wage increases and COLAs for career employees and wage increases and other financial improvements for MHAs. The parties also have reached tentative understandings on important work rules, but as with all such agreements, they are dependent upon a negotiated settlement of the entire contract.

Delays in the completion of National negotiations are not uncommon, as they occur in virtually every round of bargaining. At this point, however, the final stage of this extended bargaining process has begun, and the end result is getting closer and closer. The NEB is certain that the National Office of the NPMHU has the skills and resources necessary to achieve a fair

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and equitable result for all mail handlers, and the NPMHU remains dedicated to do whatever may be necessary to reach that result.

Contract Administration

Between rounds of formal bargaining with the Postal Service, the National CAD — comprised of Mail Handlers working in both the National Office and our Regional Offices — works to improve the interpretations and implementation of the current National Agreement. These dedicated representatives are available to assist and consult with Mail Handlers and Mail Handler advocates from around the country on the endless contractual topics that arise each and every day. It often is easy to overlook this important function, but the National and Regional CAD is in constant and direct communication with Mail Handlers throughout the country.

In addition to these routine communications, the CAD continues to produce a host of reports, publications, and memoranda that are intended to keep the Local leadership and membership informed about contract issues.

First, the National CAD continues to produce a series of semi-annual reports — released in conjunction with each Semi-Annual Meeting of the Local Unions and then distributed to all Local Union officers and representatives — that describe all of the ongoing activities of the CAD since the last report. These reports, together with a constant stream of mail communications with the Local Unions, help to keep all NPMHU advocates apprised of the most recent contractual developments.

The CAD also routinely distributes proposed and final revisions to USPS postal handbooks, manuals, and regulations (as well as any challenges that the Union may have filed on those changes); copies of the dozens of training and resource manuals that have been developed over the years; and NPMHU interpretations of various contract provisions.

In addition to these constant communications and documents, the CAD also takes primary responsibility for the various training programs conducted by the National Union:

Contract-Based Training Programs:

Throughout the past four years, the National Union has continued to develop and conduct a series of

comprehensive training programs on a host of contractual and statutory issues important to all members. Each of these programs has been aimed at assisting Union officers and representatives from the Local Unions to advocate for Mail Handlers more effectively. Education and training is a crucial component of the National Union's overall program for improving the representation of Mail Handlers; indeed, the importance of this training can hardly be overstated, as educated Union representatives — at both the National and Local levels — are the lifeblood of the effective representation constantly being pursued by the Union. That is why training during the past four years has been extensive, as reflected by these examples:

1. Training Around the Local Unions is held continuously, to ensure that the first-line Union representatives are properly filing and processing grievances. These training programs, conducted by National Shop Steward Trainer and CAD Representative Tim Dwyer, often accompanied by Eastern Regional Vice President and Local 308 President John Gibson and/or CAD Manager T.J. Branch, are invaluable, and include not only basic and advanced shop steward training, but also a series of other training programs, with special emphasis on defending Mail Handlers who are being disciplined, arbitration advocacy, negotiating LMOU, implementing the Family and Medical Leave Act, processing and enforcement of OWCP, and reassignments under Article 12. Those Local Unions who have voluntarily entered into the MAP or Modified Arbitration Procedure also have been the recipient of joint training from National representatives from the Union and the Postal Service.
2. Arbitration Advocacy training was held in Washington, DC in February 2014, and included a comprehensive review of the procedural and evidentiary rules that govern local arbitrations, strategies for dealing with grievants and witnesses, and approaches to settlement, among other topics.
3. Article 12 training was held in October 2014, to provide Local Union representatives with the tools needed to deal with seniority, reassignment, relocation, and excessing issues that arise in the context of plant closings and consolidations.
4. FMLA Training was held in conjunction with the Semi-Annual Meeting of the Local Unions in February 2016.
5. MHA Training was held in Washington, DC during August 2014, and allowed the participants to discuss the entire panoply of issues arising from this new category of employee.

To prepare for each one of these training programs, the National Union has developed comprehensive manuals or handbooks on the specified topics, including outlines of the covered material and relevant documents needed by stewards and other advocates. Supplementary materials often are developed to include relevant arbitration decisions and case law. Of most importance, these manuals or handbooks also are circulated by mail — in either hard copy or on disc — so that the benefits of each training program can be shared with thousands of Union representatives across the country.

Contract Interpretation Manual (CIM):

The good news is that feedback on the publication and utilization of the CIM has been extremely positive. The CIM includes the parties' joint interpretations of the National Agreement, and is issued together with a Resource Manual that contains each and every arbitration award, memorandum of understanding, letter of intent, and Step 4 agreement that is cited in the CIM. The most recent version of the CIM includes all updates through the 2006 National Agreement, as well as matters that have been settled at the National level during a few years after 2006. The manual took years to write, and each revision also takes a very long time to produce, but the bottom line is that, for the first time in the history of collective bargaining between the NPMHU and the Postal Service, the parties publishing the CIM have set forth, in a comprehensive manner, their substantive agreements about the appropriate way to interpret the National Agreement. To be sure, the CIM has not resolved all work-related disputes; but it has helped the parties at the Local and Regional levels to narrow their disputes by concentrating on the facts underlying particular grievances or issues that are not covered by the CIM.

The not-so-good news is that, despite our herculean efforts over the past several years, including constant meetings and discussions with our counterparts in the Postal Service, the NPMHU and the USPS have been unable to issue Version 4 of the Contract Interpretation Manual to reflect the 2011 National Agreement

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and the 2013 Fishgold Award. The parties have committed to each other and to their respective constituencies, however, to get the next version of the CIM released as promptly as possible after the ratification and execution of the 2016 National Agreement.

Reports from the Union's Regional and Local representatives show that the CIM continues to be effective because the number of Step 3 appeals has decreased, and management representatives at Step 3 are resolving those cases where local management is not adhering to the requirements set forth in the CIM. The CIM also is being used as a resource to cite when Step 3 decisions are being issued at the Regional level. And a review of the arbitration decisions being issued – at both the Local and National levels – demonstrates that many of the interpretations included in the CIM are being enforced and implemented, and often provide the common rules from which eventual decisions are reached.

Thus, the CIM continues to be used to settle or resolve cases at a much earlier stage of the grievance process, saving the Local Unions from expending resources that can then be used to represent members in other cases. In previous years we have reported that there has been a tremendous decrease in the number of cases pending Regional arbitration: twelve years ago, the NPMHU had more than 5,600 open cases pending arbitration; eight years ago, that number was down below 2,000; four years ago, that number remained below 2,000; and this year, in 2016, that number is just over 1,400, for a reduction of 75%.

It is safe to say that the development and publication of the CIM has had an extremely positive impact on the entire grievance-arbitration process. The document has proven to be far more substantive, and therefore far more useful, than prior efforts at joint interpretation of the National Agreement. The National Office will do all that it can to issue updates to the CIM and its supplements on a more timely basis.

MHA Conversions to Career Appointments:

With the introduction of MHAs in the Fishgold Arbitration Award, the conversion of MHAs to career status has become one of the primary objectives of the CAD. When an MHA is converted, in essence the Postal Service has com-

mitted to a long-term career for another Mail Handler, and the Union is assured that its members will continue to be career-oriented employees who are focused on the long-term success of both the Postal Service and the NPMHU.

The rate of conversion for MHAs that the Union has been able to achieve in recent years is a testament to the hard work of all NPMHU representatives, who have focused on this issue as if the future of the Union depends on it, because the future of the Union does depend on it. During 2013, in the months following the Fishgold Award, the Postal Service hired up to its limit of approximately 5,000 MHAs, but only 161 were converted during the last few months of 2013, for an average of 53 per month. The following year, in 2014, there were 1,154 MHAs converted to full-time regular, for an average of 96 per month. The first eight months of 2015 experienced 1,136 conversions, for an average conversion rate of 162 per month. At that point, however, the NPMHU and the Postal Service signed their National-level Memorandum of Understanding on the Filling of Residual Vacancies, and the rate of conversions increased dramatically. For the remaining four months of 2015, the rate of conversion has jumped up to more than 280 per month, and that rate has continued through July 2016.

In all, through July 2016, records maintained at the National Office indicate that more than 5,800 MHAs have been converted to career status, from October 2013 through July 2016. There also are approximately 5,200 MHAs employed across the country, so taken together there are more than 11,000 members of the NPMHU bargaining unit who have been or still are MHAs. This equates to more than one quarter or 25% of the entire NPMHU bargaining unit.

Jurisdictional Disputes and Regional Instruction 399:

For more than sixty years, since the 1950s, no area involving the job rights of Mail Handlers has been more difficult for the NPMHU than its ongoing jurisdictional battles with the APWU and the Postal Service. In that context, the last four years have been more of the same.

With regard to the RI-399 arbitration docket, cases have been barely moving forward, either Nationally or Regionally, if they are moving forward at all. As for jurisdictional determi-

nations, especially those made by the Postal Service on a nationwide basis, the NPMHU has had mixed success during the past few years. Here are some details.

Soon after the 2012 Convention, the Postal Service for the first time concluded that the modified Advanced Facer Cancellor System (AFCS-200) had changed sufficiently to justify that a clerk employee be assigned to the AFCS Operator position. This determination was disputed by the NPMHU, and is awaiting resolution or arbitration at the National level. In the interim, the National Office issued written guidance to all Locals, making clear that the determination applies only to the AFCS-200 operator, and not to other legacy AFCS machines still being utilized or to other duties related to the AFCS such as dumping, culling, hand sortation, or hand cancelling.

More recently, the Postal Service has asked the NPMHU and the APWU to submit written position statements on several revised or new pieces of equipment or processes, including the Secure Destruction Process and the Universal Sorter (more specifically including the Low Cost Tray Sorter, the High Speed Tray Sorter, the Low Cost Universal Sorter, and the High Speed Universal Sorter). Each of these jurisdictional determinations is still pending.

The biggest news with regard to RI-399 at the National level is undoubtedly the dispute, legal proceedings, and ongoing arbitration concerning the Small Parcel Sorting System or SPSS. The NPMHU originally was notified more than two years ago, on June 25, 2014, of the Postal Service's plans to pilot test the SPSS in select facilities starting in October 2014. National CAD representatives met with postal officials on July 2, 2014, and again on October 3, 2014, to get information on this pilot program.

Following the normal process for making National jurisdictional determinations, the NDRC representatives of the National parties made site visits to the SPSS in Phoenix, AZ; each Union submitted position statements to the Postal Service in May 2015; and then the Postal Service made its determination by letter dated June 1, 2015. In that letter, the Postal Service determined that the Mail Handler craft would be the primary craft for the operation of the SPSS. As a result, bids were identified and awarded in various facilities, and some MHAs were converted to career.

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Without warning, and without further bargaining, the NPMHU was notified in late July that the Postal Service was going to reverse its prior determination about the staffing of the SPSS. That reversal was issued on August 7, 2015. The NPMHU reacted swiftly, with a multi-pronged attack that included notifying the membership of this turn of events and filing several legal actions.

When communicating with the membership, President Hogrogian did not soft peddle his reaction to the improper behavior that led to this reversal:

In a stunning move that defies the tripartite RI-399 Dispute Resolution Process, the requirements of RI-399, Article 1.5 of the National Agreement, and any concept of good faith bargaining, earlier today the Postal Service formally notified the NPMHU of its decision to reverse the June 1, 2015 jurisdictional craft determination that previously identified the mail handler craft as the primary craft for all duties associated with the operation of the Small Parcel Sorter System.

The Postal Service, acting through Labor Relations, issued its reversal of position by facsimile and email to the NPMHU National Office [at 4:00 p.m. on Friday afternoon.] This is nothing less than a cowardly act of disrespect to the NPMHU and all mail handlers. A National-level jurisdictional determination for new equipment is made within the Dispute Resolution Process only after following a specific protocol: the unions are notified about the new equipment, including meetings with postal officials in charge of deploying and operating the equipment; the three parties participate in site visits to observe the new equipment and new jobs resulting from it; each union has the opportunity to submit its written position on the jurisdictional assignment; and then the management representatives appointed to the National Dispute Resolution Procedure apply the principles of RI-399 to issue the Postal Service's jurisdictional determination, with either union having the right to appeal that determination to National arbitration. In this case, the contractually binding procedure was fully and properly implemented, resulting in the June 1, 2015 determination. Indeed, the American Postal Workers Union did not file an appeal by the required deadline, strongly suggesting that the Postal Service's June 1, 2015 determination was correct.

But now the contractually binding process has been hijacked, apparently by a higher level

of USPS management. The Postal Service's unprecedented and untimely reversal of its prior written jurisdictional determination casts a heavy shadow of doubt on every signed management document and every signed labor-management agreement. Such contempt for our mutual obligation to bargain in good faith, and our mutual commitment to settle or resolve matters at the lowest possible level within the agreed procedures, will resonate throughout the Postal Service. With this action, USPS Labor Relations has sent a clear message to the NPMHU – that a written position is not worth the paper on which it is written.

In addition, based on the June 1, 2015 determination, many mail handler bids involving the SPSS have been posted and/or awarded in accordance with the National Agreement, and others are scheduled for the coming weeks. There is absolutely no basis for disrupting the work lives of these hundreds of mail handlers who are likely to be adversely impacted by this improper and unlawful reversal of position.

The NPMHU will do everything within its authority to find out why this craft determination was reversed, and to challenge this reversal in every permissible arena with every resource at our disposal.

As promised, the NPMHU immediately reacted by implementing all possible legal options, including (1) filing charges with the National Labor Relations Board alleging an unlawful unilateral change in terms and conditions of employment; (2) filing a National-level dispute under the RI-399 DRP to ensure that National arbitration would be available, if needed; and (3) filing a federal lawsuit against the Postal Service and the APWU in the U.S. District Court for the District of Columbia, alleging a violation of the contractual rights of Mail Handlers, as defined by the RI-399 DRP and other tripartite agreements under RI-399.

After months of litigation, during which the NPMHU aggressively pursued its NLRB charges and court discovery to prove that the Postal Service's August 7, 2015 reversal of its original SPSS determination violated the employer's contractual commitments, both the Postal Service and the APWU agreed that Joseph Sharnoff would be re-appointed National Arbitrator for RI-399 and that the NPMHU would have an immediate opportunity to arbitrate all of the issues arising from the SPSS firestorm as the

next national case. After these concessions, the three parties were able to stay the lawsuit on the following terms:

Joseph Sharnoff recently accepted the Parties' offer of re-appointment to the position of RI-399 DRP National Arbitrator. The NPMHU, the APWU, and the USPS mutually agree that the NPMHU's SPSS grievance will be the first matter heard by National Arbitrator Sharnoff once his pending appointment is finalized. As a result, the Parties further agree that a stay of proceedings in the above-captioned matter is appropriate pending resolution of the NPMHU's SPSS National Arbitration. The Parties, therefore, respectfully request that the Court enter such an order staying this matter pending arbitration.

Later that same day, the court adopted this settlement in its official records, thereby ensuring that the SPSS case will be arbitrated ahead of all other National cases, and that the court retains jurisdiction to deal with any compliance issues that might arise.

The NLRB also agreed to a conditional withdrawal of the unfair labor practice charges against the USPS, acknowledging that any deadline for re-filing would be waived if the parties did not arbitrate their dispute within 180 days.

In accordance with these court and agency orders, the first set of arbitration hearings over the SPSS already were held in June 2016, and the parties all filed their briefs on August 5, 2016. In its brief, the NPMHU identified three distinct violations committed by the Postal Service, with the covert assistance of the APWU:

[The] August 7 Reversal was unprecedented, and violated the RI-399 DRP in several ways. First, as counsel for the Postal Service conceded during the arbitration hearing, the Postal Service failed to bargain with the NPMHU before making this unilateral change to the terms and conditions of employment for mail handlers, thereby violating not only the RI-399 DRP but also Article 5 of the National Agreement. Second, the Postal Service's issuance of the August 7 Reversal violated the RI-399 DRP because the June 1 Determination had already become a final and contractually binding determination when the APWU did not file a timely dispute to that determination in accordance with the tripartite RI-399 DRP. Third and finally, because the August 7 Reversal was based on discussions and consultations between

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only the Postal Service and the APWU, that attempt to reverse the June 1 Determination reflected an impermissible bilateral agreement between the USPS and the APWU, rendering it null and void and of no effect under the RI-399 DRP and other governing documents.

A decision on these threshold procedural issues is expected in the next few months. If Arbitrator Sharnoff rules against the NPMHU, then the next portion of this case will address the merits of the SPSS jurisdictional determination.

Even before all of this SPSS-related turmoil, the National parties were trying to negotiate a nationwide settlement agreement that would re-set the jurisdictional disputes, such that (with certain limited exceptions) all current assignments would be maintained, and only future changes based on new work, new or consolidated facilities, or operational change could be filed. The settlement also would force the withdrawal of all pending cases, and would include a small payment to all Mail Handlers. Any progress that was made on this potential settlement, however, was essentially erased by the Postal Service's disingenuous change of position on the SPSS, and it is too early to know whether this potential settlement might be resurrected in the future.

It has been said before, and it likely will be said again: the RI-399 dispute resolution process remains extremely frustrating, in the past because it operated so slowly, and now because jurisdictional determinations apparently can be changed without notice and without bargaining. Unless and until the RI-399 process is changed by tripartite agreement, however, the NPMHU will operate within that system and will continue to do whatever is necessary to protect and expand Mail Handler job assignments.

National-level Arbitration:

The past four years have seen substantial progress on the National arbitration docket. A host of issues have been resolved in pre-arbitration settlements, and other unresolved issues have been arbitrated at the National level. Here is a sampling of final arbitration awards issued during the past four years:

- The NPMHU prevailed in a case concerning the application of an APWU no-layoff clause to employees who transfer or are reassigned to the Mail Handler craft. The arbitrator ruled that clerks

or other APWU-represented employees coming into the NPMHU bargaining unit are subject to the rules that govern under the NPMHU National Agreement, and therefore would get laid off first (if layoffs were implemented) based on their lack of seniority in our craft. At the same time, the arbitrator acknowledged (and the Postal Service conceded) that when the NPMHU has its own No-Layoff MOU, then any employees who transfer or are excessed into the Mail Handler craft would be protected from layoff under that MOU, even if they were not in the Mail Handler craft on the initial effective date of that MOU.

- The Postal Service prevailed in the so-called "light duty guarantee" case, in which the NPMHU challenged a 1989 revision to the ELM stating that the light duty provisions of the National Agreement do not guarantee a full-time employee on a light-duty assignment 8 hours of work per day or 40 hours of work per week. In denying the grievance, Arbitrator Das essentially decided to follow a 1987 decision by Arbitrator Richard Mittenthal that reached the same conclusion in a case brought by the APWU and that prompted the Postal Service's 1989 ELM revision. (The NALC did not pursue its own grievance challenging the 1989 ELM revision and has long acceded to the Postal Service's position that light duty employees have no work guarantees.) The NPMHU had tried to avoid this arbitration for the past three decades, and when required to arbitrate the issue, the Union made a concerted effort to create an "exception" to the 1987 Mittenthal decision under which light duty employees could be found to have a guaranteed 8 hours of work per day or 40 hours of work per week if the light duty provisions of the applicable LMOU or local practices have so provided. But that NPMHU position was rejected. It still is the Union's position that Local MOUs containing provisions guaranteeing work hours to light duty employees, or even Local practices supporting light duty guarantees, may remain in effect.
- The NPMHU intervened in a National-level arbitration on whether Non-Traditional Full-Time APWU craft employees could be excessed into full-time positions if they did not hold a full-time position as defined by the gaining craft's National Agreement. The arbitrator agreed with our position, and ruled that the Postal Service "may not reassign into a full-time carrier position any clerk craft employee who does not meet the definition of full-time employee specified in the Postal Service's Agreement with the

NALC." Because of the NPMHU intervention, the same rule also is true with regard to full-time positions in the Mail Handler craft.

- An arbitrator denied an NPMHU grievance concerning blood platelet leave, but during the course of the arbitration the Postal Service agreed that references to days of leave actually are being implemented using hours of leave, with 8 hours substituted for each day for full-time employees. This concession clarified the language to make certain that Mail Handlers given 7 days of leave for blood platelet donations, for example, actually are given 56 hours, which should allow for more days of donating leave whenever less than 8 hours are needed for each donation.
- The NPMHU prevailed in its arbitration challenging the Postal Service's attempt to allow Lead Clerks to supervise or in any way assign or direct the work of members of the Mail Handler craft. The arbitration award made two important findings: first, as the Postal Service was forced to concede, Lead Clerks "are not authorized to perform supervisory functions . . . including decisions about hiring, promotion, discipline, approval of leave, the resolution of grievances, and employee evaluations"; and second, absent negotiations between the Postal Service and the NPMHU, the Postal Service cannot utilize Lead Clerks to direct or guide the work of Mail Handlers. The arbitration was made necessary by a Postal Service draft of the position description for the Lead Clerk position, under which the Lead Clerk would not only lead employees in the clerk craft, but also would provide such oversight and direction to all "mail processing employees assigned to mail processing operations," regardless of craft. The arbitrator specifically found that the assignment to the Lead Clerk position of the responsibility to direct and lead the work of Mail Handlers when a supervisor is not present is a "material, substantial and significant" change in the working conditions for Mail Handlers. In reaching this conclusion, it was important to the arbitrator that the Postal Service had assigned to the Lead Clerk the authority to, among other things, "[r]esolv[e] problems that may occur during tour operations and determin[e] when a supervisor should be involved," and to "[s]hif[t] employees . . . from one assignment to another," whereas the Postal Service and the NPMHU had previously agreed that those responsibilities were to be performed

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by the Mail Handler Group Leaders. The Postal Service was ordered to restore the status quo and to bargain with the NPMHU over Lead Clerk responsibilities. No such bargaining has taken place since the decision, and none is likely. This award has put to an end the practice of using clerk craft employees to direct the work of Mail Handlers when a supervisor is not present.

- The NPMHU intervened in an arbitration challenging USPS practices on whether noncareer employees converted to career employment must nonetheless complete a 90-day qualifying period following conversion before they may be credited with or may take annual leave. Such a requirement is set forth in ELM Section 512.313 for “new employees.” While the arbitrator acknowledged that there was no good reason for new career employees to have to wait 90 days before utilizing their annual leave, he suggested that the bargaining table was the appropriate forum for changing the language of the ELM.
- The NPMHU intervened and prevailed in an arbitration determining that an employee who receives back pay as a result of a grievance settlement or an arbitration award may, subject to the arbitrator’s discretion in each case, receive payment for annual leave that might otherwise have been forfeited as in excess of the leave carryover limits.
- In another case with long-term implications, the NPMHU prevailed in the first phase of its National arbitration against the Postal Service challenging many of the proposed closings and consolidations of mail processing plants under the Area Mail Processing guidelines found in Handbook PO-408. In an interim award issued in December 2015, the arbitrator concluded that Handbook PO-408 on Area Mail Processing is incorporated into the National Agreement through Article 19, and therefore enforceable in arbitration by the NPMHU. By way of background, a key part of the NPMHU’s opposition to the Postal Service’s plans to close and/or consolidate up to 82 additional postal facilities (as part of Phase II of the USPS Network Rationalization program) is the NPMHU claim that the Postal Service violates Handbook PO-408 when it attempts to close and/or consolidate facilities without complying with the provisions of that handbook.

The Postal Service claimed that the grievance was not arbitrable because, in its view, the PO-408 Handbook is not covered by Article 19 of the

National Agreement. By its terms, Article 19 restricts the Postal Service from unilaterally making changes to “[t]hose parts of all handbooks, manuals and published that directly relate to wages, hours or working conditions, as they apply to employees covered by this Agreement.” What kinds of regulations “directly relate” to covered employees’ wages, hours and working conditions has been the subject of a substantial number of prior National arbitration decisions, and the Postal Service argued that Handbook PO-408 was unenforceable under those prior decisions. Those arguments have now been rejected by the arbitrator, who held instead that “Article 19 incorporates Handbook PO-408 into the National Agreement.” As this award concluded, “Given the significant impact of decisions to close or relocate a processing facility on employee wages, hours or working conditions, affected employees and their unions have a substantial and direct interest in the Postal Service adhering to the AMP process set forth in PO-408.”

- During 2015, the NPMHU intervened in an arbitration, initially filed by the NALC, on whether the Postal Service violates the National Agreement when it permits an involuntarily reassigned employee to exercise his retreat rights to his former installation only when there existed a residual vacancy in the employee’s craft and level. The NPMHU argued that the Postal Service’s attempt to limit retreat rights to the existence of a residual vacancy, rather than any vacancy, is inconsistent with the plain language of the National Agreement, which refers to “first vacancy,” not “residual vacancy.” Unfortunately, the arbitrator denied the grievance, agreeing with the Postal Service that an employee involuntarily reassigned out of his or her installation can only exercise retreat rights to a residual vacancy.

National-level Legal Challenges:

The National Office continued to file legal challenges to USPS actions when the circumstances warrant. Among the highlights in addition to the SPSS-related actions already described:

- The NPMHU successfully pursued unfair labor practice charges against the Postal Service, proving that management’s reaction to the cyber breaches of employee information were not the subject of necessary bargaining.
- The NPMHU successfully demonstrated before the National Labor Relations Board that the

Postal Service’s attempt to name volunteer employees to represent other Mail Handlers as part of the USPS Lean Mail Processing initiative was an improper interference in the rights of the NPMHU, and the Postal Service agreed that the Local Union President will have to select Mail Handlers, if any, who serve on the LMP Teams.

MOUs and Step 4 Agreements:

The National CAD also plays a major and continuous role in the handling and settlement of Step 4 grievances, and the development of new National agreements and memoranda of understanding. The volume of such agreements during each four-year period makes it difficult to mention all of these activities, but there have been several key subjects addressed by the National Union, especially during the past two years. These included the following:

- In late August 2015, the NPMHU and the Postal Service agreed upon a Memorandum of Understanding containing procedures for filling residual vacancies, including a specific pecking order to be followed. Without doubt, this MOU on Filling Residual Vacancies has had a positive impact on the NPMHU bargaining unit. For those installations that are not subject to withholding pursuant to Article 12, the MOU provides a specific pecking order for filling residual vacancies that most prominently includes the right to return to the installation for those with active retreat rights, the conversion of PTF and PTR Mail Handlers, the acceptance of transfers through e-Reassign, and the conversion of MHAs to career status. More recently, on February 8, 2016, the parties executed an Addendum to the MOU mutually agreeing to change item 6 of the original MOU – governing the filling of vacancies based on the MOU Re Transfers – so that the number of career reassignments allowed under the Transfer MOU is limited to one in every four full-time opportunities filled in offices of 100 or more work-years and one in every six full-time opportunities filled in offices of less than 100 work-years. Overall, this MOU has provided significant opportunities for our part-time employees to become full time, and for our MHAs to achieve career status. As noted earlier, the pace of MHA conversions is now exceeding 280 per month.
- In February 2016, the NPMHU and the Postal Service reached a Step 4 settlement on the important issue of the meaning of “just cause”

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when the Postal Service imposes discipline on Mail Handler Assistants. The operative paragraph of the settlement agreement provides that discipline of MHAs must be both progressive and corrective in nature rather than punitive, and that determining whether the level of disciplinary action taken is appropriate must be based on the individual facts and circumstances of each case. Prior to this settlement, as MHA disciplinary cases were heard in Regional arbitration, the decisions were confusing and often reached contradictory conclusions. The Postal Service also had placed all MHA discipline arbitrations on hold pending the outcome of Step 4 discussions or arbitration at the National level. The settlement has now resolved these issues, and allows NPMHU advocates to focus on the facts of each case.

- In 2014, the NPMHU reached settlement with the Postal Service to require that appropriate Privacy Act statements be included in all information mailed to employees under the Family and Medical Leave Act
- The parties agreed at Step 4 that it is not permissible under the National Agreement to exclude one party from an arbitration hearing during the other party's oral closing statement, even if the excluded party chose to file a post-hearing brief
- The parties reached agreement over the NPMHU's National-level grievance over the possible subcontracting of sorting and processing Non-Machinable Outside (NMO) parcels, when in January 2016 they agreed in writing that the NMO pilot test has ended; the NMO parcel operation is back to its normal operating procedures; and the Postal Service has ceased further evaluation of outsourcing for NMO parcels. This dispute started in August 2013, when the NPMHU first received notice regarding a pilot test on the sorting and processing of originating and destinating NMOs – at the Des Moines, IA and Chicago, IL Network Distribution Centers. The Union argued that the contracting out would cost more money under the Service Contract Act; that management either was lying about what information was available to the USPS or was drafting a Statement of Work before sufficient information was known; that the pilot, even if only for 6 months in 2 locations, qualified as subcontracting having a significant impact on mail handler work; that the pilot was inconsistent with Article 32 and related MOU in the 2011 National Agreement. The

Postal Service retained an outside consultant to review the results of the NMO pilot program, and the Union met with that consultant in January 2015. Earlier this year the parties were able to reach the executed settlement.

- The National parties have continued to settle District cap violations with regard to MHA employment, normally for conversions of MHAs to career status.
- The National parties agreed in August of 2014 that full-time regular employees may bid for vacant duty assignments even if they are serving a probationary period under Article 12.1
- In February 2014, the NPMHU and the Postal Service settled two National-level grievances challenging changes made by the Postal Service to the ELM Section 865 (Return to Duty After Absence for Medical Reasons) and ELM Section 515 (Absence for Family Care or Illness of Employee). With respect to ELM 515, the settlement states that the CIM will be updated to clarify certain unclear language in the current ELM. Specifically, the new questions and answers clarify that an employee may not be penalized for not providing FMLA documentation within 15 days, where it is “not practicable under the particular facts and circumstances”; that a health condition may qualify as a “serious health condition” where a follow-up visit would ordinarily be held within 30 days, but “extenuating circumstances” prevent the visit from occurring; and that an employee does not have a responsibility to provide FMLA documentation unless and until the Postal Service requests it. With respect to ELM 865, the settlement makes clear that management must enforce the MOU on Return to Duty, and that, in all cases, the “reasonableness of the Service in delaying an employee's return beyond his/her next scheduled tour of duty or the date stated in the medical documentation shall be a proper subject for the grievance procedure on a case-by-case basis.” Significantly, this clarifies that the Union may grieve an unreasonable refusal to return an employee to duty even where the employee's return is not covered by the MOU on Return to Duty—for instance, in the case of MHAs or where a career Mail Handler's medical leave was not an “extended absence” as provided for in the MOU.

Other Major CAD Activities:

The past four years have presented several major tests of the CAD's oppositional skills, because of aggressive and unilateral management actions aimed at reducing the number of career

Mail Handlers. The following are some of the major initiatives of the Postal Service that have been contested by the NPMHU, with the direct involvement of the CAD and others:

A. Plant Closings and Consolidations and Network Optimization:

It was in 2005 that the Postal Service began to notify both the National Union and the Locals about its plans to consolidate or close certain postal facilities, but those actions really started to take hold during the past eight years, as the Postal Service has reduced the size and scope of its network because of reduced mail volume.

In May 2012, the Postal Service announced a three-phase implementation of closings and consolidations, which for some reason it called a two-phase process, with the first phase containing two parts. In summary, the Postal Service's “new plan” was to close or consolidate 48 facilities in August 2012, followed by 92 more facilities in February 2013 (together called Phase I), and then another 89 facilities before the end of 2014 (Phase II). Taken together, all of these closings and consolidations would supposedly save \$2.1 billion (actually \$2.6 billion, with \$0.5 billion in expected volume loss caused by the changes) through the reduction of 28,000 jobs (\$1.2 billion and 13,000 jobs from Phase I).

The initial list of closings and consolidations of 48 facilities slated for August 2012 was distributed. Among the 48 were 15 to 20 smaller facilities that did not employ any Mail Handlers, so the National Office and the affected Local Unions could focus on the thirty or so facilities with Mail Handlers. The Locals were urged to cooperate and coordinate, as some of the closings had gaining facilities in more than one Local Union.

Around the same time, the Postal Service announced plans to change its service standards through a filing in the Federal Register. As reflected in the USPS press release: “We are essentially preserving overnight delivery for First-Class Mail through the end of 2013, although we are collapsing the distance that we can provide overnight service to the distribution area served by a particular mail processing facility,” said Megan Brennan. “This will result in a roughly 10 percent decline in the volume of mail delivered overnight, which we believe is a modest impact for customers seeking overnight delivery.”

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The Postal Service stated its expectation to pursue additional consolidation activities for an additional 89 mail processing locations beginning in 2014 unless circumstances were to change. These consolidations would be based on long-term service standards that would significantly revise mail-entry times for customers seeking overnight delivery. In other words, the 89 facilities then earmarked for 2014 may or may not occur, depending on intervening circumstances revolving around Congressional action, economic circumstances, and mail volume.

The first wave of 48 closings and consolidations slated for August 2012 essentially occurred as planned. Article 12 issues were addressed by the Local Unions, with certain issues sent to the National-level Task Force on Article 12.

In November 2012, after many revisions, the National Office received another list of the facilities to be closed or consolidated in February 2013. That November 2012 list was implemented, as planned, in February 2013. It contained 81 facilities, approximately 12 of which were Processing & Distribution Centers, including facilities in Tucson, AZ; Long Beach, CA; Stockton, CA; South Florida; Atlanta, GA; Gary, IN; Saginaw, MI; Dayton, OH; and Southeastern PA.

In both January 2013 and March 2013, the NPMHU's National Office received two additional lists of facilities that were selected by the Postal Service for advanced implementation. Each of these closings or consolidations could be accomplished, according to the Postal Service, without making the drastic changes to service standards that previously have been proposed. As stated in the USPS letter of January 17, 2013, "the reason for this change is that the Postal Service has identified the opportunity to accelerate the anticipated savings while still maintaining the interim SCF service standard." The January 2013 list included 18 facilities, and those actions were completed in February.

Another list was sent to the NPMHU National Office by letter dated March 26, 2013, giving precisely the same reason for accelerating the closing or consolidation of another 55 facilities into 2013. In late June 2013, the National Office obtained and circulated comprehensive information about these facilities: 14 of the 55 facilities had no Mail Handlers, but the other 41 facilities included some extremely large Mail Handler complements.

For the next year, at least until June 2014, the issue of plant closings and consolidations was being addressed primarily as a legislative matter, as the Senate postal-reform bill introduced during the 113th Congress (S. 1486) contained a two-year moratorium on such actions. Perhaps as a means of influencing the legislation, in February 2014 the Postal Service notified the NPMHU that it was suspending any further changes to service standards and any further closing or consolidations, until management decided to reverse that decision. Almost simultaneously, during February 2014, the Union was notified in many Areas/Regions that the Postal Service was releasing its withholding actions across the country.

Another development occurred in June 2014, when the Postal Service announced that the next 82 closings and consolidations would begin in January 2015, at which time the Postal Service planned to implement the changes in overnight service standards that already had been published. A full discussion of the issues presented by these 2015 closings and consolidations took center stage during the Semi-Annual Meeting of the Local Unions that was held in August 2014 in Washington, DC. In the months following, there were ongoing efforts to deal with these issues in the legislative arena. Unfortunately, the legislative pressure did not produce concrete results.

The Postal Service continued to experience problems while proceeding with its 2015 plans for closings or consolidations. Even with delays into April, July, or September 2015, the Postal Service was unable to maintain reasonable standards for its mail processing or delivery. Thus, by April 2015, the Postal Service announced a one-year delay in any further closings or consolidations (except for the Queens, NY P&DC and the Houston, TX P&DC). This moratorium was scheduled to last until at least April 2016:

The Postal Service has decided to defer most of the plant consolidations that were scheduled to take place this summer [2015] as the final stage of its Network Rationalization Initiative. The decision to defer the next phase of the initiative was based upon operational considerations, and was made to ensure that the Postal Service will continue to provide prompt, reliable and predictable service consistent with the published service standards. The planned consolidation activities will resume in 2016. The Postal

Service will continue to implement network efficiencies and to pursue service performance improvements as it has always done.

At this writing, these potential closings or consolidations have been delayed yet again, probably into 2017, so that Congress has a longer opportunity to enact postal reform and relieve some of the USPS financial pressures. Nonetheless, the National Office had no choice but to move forward with it plans.

First, as noted earlier, the NPMHU has a National-level grievance (currently in National arbitration) claiming that these closings and consolidations do not comply with Handbook PO-408 because they are based on old and outdated AMP studies. This argument essentially was incorporated into the arbitration award issued for the APWU National Agreement, so it is likely to be contained in the next NPMHU National Agreement as well.

Second, the NPMHU continues to seek Congressional pressure on USPS management to stop or limit the plant closings or consolidations. The Senate has passed a non-binding resolution and the House Committee has voted out its own version of postal reform. If postal reform passes, that would significantly increase the chances that the moratorium on further closings and consolidations would continue, perhaps for as long as three more years.

Third, should closings and consolidations be resurrected, each potential closing or consolidation will need its own response – every situation is different. In some cases – such as where the proposal concerns a facility that currently has no Mail Handlers, or where the Mail Handlers in that facility do not object to the consolidation – the Local Union may decide not to get involved. In other cases, the best approach may be to “wait and see.” In every case, however, communication between and among the National Office, the relevant Regional Office, and the affected Local Union(s) and Branch(es) is critical. Of even more importance, it is crucial to communicate with the affected or potentially affected members. Materials have been circulated by the National Office to assist each Local Union in making the determination about what is the appropriate response in a particular situation, and to assist the Local in deciding what to do once it has made that determination. The National and Regional CAD will continue to

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assist, on a case-by-case basis, when requested to do so by the Local Unions.

With the reality of declining mail volumes and recent changes in the mail mix, it is likely that proposals for “network rationalization” will continue. From a contractual perspective, the NPMHU has in place many provisions in Article 12 of the National Agreement, in related memoranda, and in Local Memoranda of Understanding, all of which have been and will continue to be enforced, and the Union will remain vigilant if closings and consolidations occur. Under Article 12, issues must be raised to minimize to the greatest extent possible any dislocation or inconvenience to Mail Handlers. On the legislative front, NPMHU representatives are coordinating with other postal unions and community groups that are working to oppose and to mitigate the effects of a proposed closing or consolidation. Together, these contractual and political efforts have proved useful, at least in some places, to defeat or limit or delay a closing or consolidation, and in other places to reduce any adverse impact on mail handlers.

B. Subcontracting.

The past four years have seen a continuation of the Postal Service’s efforts, sometimes haphazard but sometimes coordinated, to subcontract or outsource Mail Handler work under Article 32. It makes absolutely no sense to the NPMHU for the Postal Service to give away mail volume to the private sector, when nearby postal plants are suffering from losses of mail volume themselves. If the Postal Service decides that the bedloading of trucks or the creation of hubs makes the transportation of mail more efficient and less costly, then it would make perfect business sense to relocate that work to the nearby plants to be performed by Mail Handlers. There simply is no need to outsource this work. We have challenged these ill-advised plans in the grievance procedure, and have attempted in bargaining to get this work back where it rightfully belongs, in the Mail Handler craft. The efforts by the NPMHU will continue, until the Postal Service stops subcontracting of our bargaining unit work.

Safety and Health in the Workplace:

During the past four years, the National Union has continued its efforts to protect the on-the-job safety and health of all Mail Handlers.

From a historical perspective, two key events have dramatically changed the landscape in this area. First, in 1998, Congress enacted the Postal Employees Safety Enhancement Act, which applied private-sector rules under the Occupational Safety and Health Act to Mail Handlers and other postal employees. And second, beginning in 2001, the Postal Service and its employees fell victim to a series of bio-terrorist attacks, starting with anthrax in October 2001, and continuing in more recent years with the mailing of ricin and other harmful agents. Both of these developments have significantly changed the postal landscape.

With union support, the Postal Service was able to obtain funding for the installation of new bio-detection technology, and more recently, the focus has turned to planning for the outbreak of illness or similar natural disasters. Only by planning in advance can the safety and security of all Mail Handlers be maximized.

On a related issue, more than a decade ago, the National Union signed a historic agreement with the Postal Service and representatives of the Occupational Safety and Health Administration aimed at reducing musculoskeletal risk factors in the postal workplace. The partners agreed to work cooperatively to implement an Ergonomic Risk Reduction Process to identify musculoskeletal disorders and control the associated risk factors. After implementation of the program for ten years, the results were terrific. The program was launched at more than 160 postal facilities, and in those facilities in which studies were conducted, there was a substantial reduction in reportable injuries. Given this success, the Union had hoped that ERRP would be expanded into every postal facility so that the protection offered by this process could be afforded to all Mail Handlers. Yet the Postal Service apparently has allowed the ERRP to expire.

In a similar vein, the NPMHU also partnered with the Postal Service and with OSHA to implement the prestigious Voluntary Protection Programs, a long-standing program with a proven record of reducing injuries and illnesses. Data show that sites utilizing the VPP had a 13% reduction in recordable injury and illness incidents, resulting in 60% fewer injuries and illnesses than the industry average. The program also improves labor-management relations, and creates a safety-conscious work environment

that benefits all Mail Handlers working at the participating sites. To date, more than 200 sites have met the demanding criteria for participation in the VPP.

Unfortunately, the Postal Service has used its recent financial difficulties as an excuse for unjustified cuts in these safety and health programs. For the USPS to be penny-wise and pound-foolish when it comes to safety is unacceptable to the NPMHU; thus, the National Union is seeking to resurrect the joint efforts, as the well-being of Mail Handlers cannot take a back seat to financial concerns.

E. Quality of Work Life.

The QWL or Quality of Work Life process is a joint labor-management program that continues to meet, for those Local Unions that choose to participate. There have been periodic meetings and training programs to highlight the QWL process, which seeks to develop good working relationships between labor and management. To foster this program, the NPMHU remains a participant on the National Joint Steering Committee, and hundreds of Mail Handlers from around the country attend nationwide QWL meetings when they occur. Unfortunately, in many areas – again in an ill-advised attempt to save money – the Postal Service has cut back on QWL.

Legislative Lobbying and Political Action

The National Union often tells Mail Handlers that, with one stroke of a pen, decades of progress can be obliterated by an uncaring Congress and an unfriendly White House. That is why legislative and political action are both so critical to the future of all Mail Handlers. And never in the 104 year history of the NPMHU has this been more true than today, when anti-worker forces are in control of Congress, and draconian proposals are being introduced, with the claim that they are deficit-cutting measures, but in reality they are aimed directly at postal and federal employees, and at the Postal Service as a government enterprise.

The entire American labor movement has come to recognize that the political arena holds the key to many of its most important goals. This is more true for Mail Handlers represented by the NPMHU than for most American workers,

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for our very jobs and most important benefits are dependent on actions taken by Members of Congress and the current occupant of the White House. There is no other group of employees – besides other postal or federal employees – for whom retirement benefits, health insurance, workers' compensation, and life insurance are determined by the actions or inactions of the political branches of our National Government. Nor is there any other employee group whose employer is also so dependent on the views and actions of these political branches. It necessarily follows that all Mail Handlers, and certainly the Union that represents Mail Handlers, must maximize their involvement in the political processes that control the Federal Government.

That is why the National Union has remained so focused on its legislative and political programs during the past four years. Under the leadership of the National Executive Board, our Legislative and Political Director, and the Committee on the Future of the NPMHU, the National Union has strengthened its legislative lobbying efforts, while increasing its involvement in the electoral political process.

First and foremost, the bi-annual Legislative Conference, most recently held in 2013 and 2015 to coincide with the first session of each new Congress, has become the focal point of the NPMHU's legislative efforts. Not only are hundreds of Mail Handler activists educated about current legislative issues and the legislative process, but their visits with Members of Congress and professional staff have continued to, quite literally, open the doors for the NPMHU. It is now commonplace for important Senators and Representatives to seek the views and opinions of NPMHU officers and other activists on the key postal and related issues pending before Congress. Leadership in these ongoing efforts has been provided by President Hogrogian, who has become a mainstay on Capitol Hill and at legislative strategy sessions conducted by the major postal unions, by the Postmaster General, and by the major mailers. A great assist is provided by Secretary-Treasurer Gardner and by Bob Losi, who serves as Legislative & Political Director for the NPMHU.

The NPMHU also has greatly expanded its efforts – and its results – in raising money for its Political Action Committee. Because many members do not realize that the Union's dues revenues may not be contributed to political

candidates, it has taken some time to increase the rates of participation in the Mail Handler PAC. But recent trends are extremely encouraging. Using the salary allotment program that the NPMHU implemented through the Postal Service, members have chosen to apportion a small amount of their paycheck each pay period for direct allocation into the PAC. Many Local Unions also have done a superb job of encouraging their officers and stewards to contribute to the PAC, as a means of demonstrating leadership by example to the rank and file. As a result, the numbers of Mail Handlers routinely contributing to the PAC, while still small, has increased geometrically in the last few years. Thus, our total contributions have increased each and every year, topping \$200,000 for the first time in 2015, and we expect an all-time record to be set during 2016. Each and every one of those dollars will go toward supporting our friends on Capitol Hill.

In recent election cycles, the NPMHU also has sponsored a limited number of Mail Handlers to work as NPMHU representatives in coordination with the AFL-CIO political program to assist with voter education and turnout efforts in key battleground states and crucial legislative races.

All of these efforts are aimed at one objective: to ensure that the NPMHU is able to influence legislation or impact congressional oversight that will directly affect the work lives of the Mail Handlers that the Union represents. The upcoming federal elections in November 2016 promise to be another watershed in American political history, and the NPMHU's political efforts must continue.

Postal Reform:

For more than twenty years, ever since 1995, the NPMHU's principal legislative issue has been amendment of the Postal Reorganization Act of 1970, often called postal reform. Our work always is centered around two important objectives: to ensure that the Postal Service can survive amongst the modern system of communications in the 21st century, and to guarantee that the right to collective bargaining and the resulting wages and benefits of postal employees are preserved.

With these goals in mind, the NPMHU was a key player in the debate and ultimate enactment of postal reform legislation in December 2006, in the form of the Postal Accountability and

Enhancement Act (PAEA). To be sure, the PAEA was not a perfect bill. It capped price increases at the rate of inflation by class of mail, subject to exceptions for unexpected conditions and price increases previously banked, thereby potentially creating a wage cap for future negotiations. It also included an unjustified cut in OWCP benefits that was aimed only at postal employees. That provision – moving the 3-day waiting period so that it applies before an injured employee receives 45 days of COP or Continuation of Pay – was enacted without any evidence or hearings to justify the cut in benefits.

But the PAEA also made clear that collective bargaining will remain the touchstone of labor relations in the Postal Service for decades to come. Congress correctly rejected the most onerous recommendations issued by President George W. Bush's Commission on the Future of the Postal Service, and also provided the Postal Service with additional flexibility in developing products, setting rates, and entering competitive markets. The NPMHU was able to provide direct input into certain legislative language important to Mail Handlers. Throughout the legislative process, the NPMHU remained an active participant because, notwithstanding the Union's reservations about certain aspects of postal reform, to do otherwise would have been to risk the wages and benefits, and perhaps even the jobs, enjoyed by our members.

After the passage of postal reform legislation in 2006, of course, America experienced the Great Recession of 2008. It therefore has become clear that one of the key features of that law, the required pre-funding of retiree health benefits, has become outdated and unjustified. In times of financial distress, it simply makes no sense for Congress to require the Postal Service – and only the Postal Service – to prefund one hundred percent of its future health care costs. As of today, the Retiree Health Benefits Fund (RHBF) already contains \$50 billion, more than enough to pay for all of the expected retiree health care costs for decades into the future. The currently effective law that requires ongoing annual contributions of \$5.5 billion needs to be repealed. Congress created this problem, and Congress needs to fix it.

For the past four years, the Postal Service has been defaulting on its financial obligations to the RHBF. The gridlock that has characterized Congress for the past four years also means that

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no compromise on postal reform legislation has been finalized, although the major postal unions, the Postal Service, and many of the major mailers are demanding action. The inaction by Congress for so many years is an outrage, and a complete dereliction of duty – indeed, the uncertainty surrounding the financial future of the Postal Service is by itself having an adverse impact on mail volume, as mailers consider alternatives and reduce their long-term plans for using the U.S. mail. That is why the NPMHU has joined a coalition seeking to push through a minimally-controversial version of postal reform during this 114th Congress (to include the integration of postal retirees into Medicare, the investment of RHBF monies into more varied investments, the calculation of the Postal Service's retirement liabilities using postal-specific assumptions, the authority for the Postal Service to provide certain non-postal services, and the permanent implementation of some of the exigent rate increase that ended in April 2016). Notably, the Postal Service has retreated from its most draconian proposals, such as five-day delivery, and the mailers have recognized the need for some permanent rate adjustments to ensure the Postal Service's future well-being.

In recent weeks, there has been some reason for optimism, as the beginning signs of legislative action have appeared, suggesting however slightly that postal reform could see some action during the lame-duck session of Congress after the November 2016 elections. In particular, in July of this year, the House Oversight and Government Reform Committee, led by Chairman Jason Chaffetz (R-UT) and Ranking Member Elijah Cummings (D-MD), passed the Postal Service Reform Act of 2016 (H.R. 5714) by a voice vote. There are several positive items included in this bill, including relief from the unjustified obligations for the RHBF, integration of postal retirees into Medicare, and restoration, in part, of the exigent rate increase. The biggest drawback in the passed bill is a provision that would change residential and business door delivery to cluster box delivery. In related news, the Postal Service Financial Improvement Act of 2016 (H.R. 5707), cosponsored by Representatives David McKinley (R-WV) and Stephen Lynch (D-MA), also passed the House Committee. If enacted, this bill would create a Postal Service Retiree Health Benefits Fund Investment Committee and permit the Secretary of the Treasury to invest a portion of

the Fund in index funds, among other investments. The NPMHU strongly supports these investment options, which would allow the USPS to obtain better returns on the investment of these assets. Currently, the Fund contains more than \$50 billion, but investments are limited to low-interest notes and bonds issued by the Federal Government.

President Hogrogian decided to view the committee action as a glass half full: "The NPMHU appreciates the hard work done by both parties in moving forward this bi-partisan piece of legislation, but changes still are needed for the NPMHU to support this bill," he said.

It therefore is essential that the attention of the NPMHU's legislative operations remain focused on postal reform. While NPMHU representatives continue to work behind the scenes on these issues, the NPMHU President and other NPMHU officers continue to appear before Congress and testify on Capitol Hill. Their testimony has focused on general issues of PAEA implementation, on the NPMHU's opposition to the contracting out of postal career jobs to private companies, on the possible closing or consolidation of postal facilities, on the economics of universal mail service after the PAEA, and on continuation of the universal service obligation.

The NPMHU must remain vigilant, and must continue to expend a tremendous amount of time and effort on legislative relations. That is why the NPMHU continues to urge each and every Mail Handler, including but certainly not limited to all officers and representatives, to stay informed and to stay involved. If any member reading this report has not already done so, please join – and encourage your officers, stewards, members, friends, and family members to join – the NPMHU e-activist network. Your future, and the future of all Mail Handlers, very well may depend on your active involvement.

Nor are these efforts limited to postal reform, as there are a host of other crucial issues of direct interest to all Mail Handlers pending in Congress.

Other Legislative Proposals:

Although postal reform has occupied a large portion of the NPMHU legislative agenda, there are other important issues also pending. In prior years, the NPMHU has organized legislative efforts to oppose the subcontracting of Mail

Handler work, and more recently legislative attention has turned to placing limitations on the closing and consolidation of postal facilities. On these and other issues, the NPMHU and its legislative staff work behind the scenes to garner support for positive proposals or to amend and/or defeat unwanted legislation.

- During 2015, the NPMHU supported legislation to provide sick leave for veterans during their first year of employment following injuries incurred in military service. The bill passed on November 5, 2015 as the Wounded Warrior Federal Leave Act, and will become effective in November 2016 pursuant to regulations that the Postal Service is now drafting with input from the NPMHU CAD Department.

Other legislative proposals currently being monitored by the National Union include the following:

- Legislation that would repeal or reduce the Windfall Elimination Provision (WEP), which currently reduces the Social Security benefit of postal or federal employees who spend most of their working years in Civil Service Retirement System jobs not covered by Social Security.
- Legislation that would eliminate or soften the impact of the Government Pension Offset, which as currently in effect could eliminate spousal or survivor benefits for thousands of postal or federal employees.
- Legislation that would worsen the workers' compensation benefits for federal and postal employees
- Legislation that would prohibit continuing employment by postal or federal employees if they owe money to the Internal Revenue Service for the failure to pay taxes
- Legislation to provide pre-tax health care premiums for postal and federal retirees (premium conversion).
- Legislation with proposed improvements in the TSP or Thrift Savings Plan
- Legislation that would increase the minimum wage, at both the federal and state/local levels
- Efforts, mostly at the State level, to require "Do Not Mail" lists similar to the "Do Not Call" list generated by Congress several years ago. Some legislators do not appreciate the important economic role played by the Postal Service and have not been able to distinguish between the value of mail and unwanted telephone solicitations.

- Legislation that would allow vote-by-mail in all fifty States and the Territories, thereby increasing voter turnout and increasing mail volume.

When all is said and done, the renewed prominence that the National Union is giving to its legislative and political program is an especially important and effective means of representing all Mail Handlers.

Internal Operations of the NPMHU

Ever since 1992, the National Union has focused a large part of its efforts on improving its own internal operations. That emphasis has continued unabated for the past four years. The NPMHU remains a well-run labor organization, with overall excellence in overall financial management, membership recruitment and maintenance, and internal communications.

Financial Management at the National Union:

The National Union's remarkable financial recovery since 1992, during which it managed to spend less each year than its annual income, has come to an end with recent and significant declines in membership, many caused by early retirement programs. But the surpluses resulting from prior years has allowed the National Office to maintain a large surplus, while also sharing large amounts of revenue with the Local Unions.

Maintaining a large fund balance at the National Office is absolutely essential. Like most unions, the NPMHU must continually preserve its funds so that it has the resources necessary to effectively represent, and ultimately fight for, all of its members, without fear of financial collapse when such fights become necessary. Moreover, given the ongoing costs of the Union's activities, and the increasing share of the National Union's revenues that are being shared with the Local Unions, it is likely that the National Union will be operating at a deficit on a year-to-year basis for the foreseeable future. Thus, the maintenance of the NPMHU's general fund balance will become an ever-increasing internal priority.

The need for such a large fund balance should be obvious. If the National Union is to continue to obtain favorable agreements in collective bargaining, it is imperative that the Postal Service know that the NPMHU has the financial

resources necessary to take the USPS through a complicated (and extremely costly) interest arbitration if bargaining does not produce an agreement, as was the case with the deadlock in bargaining over the terms of the 2011 National Agreement. Likewise, each time that the parties at the National level engage in National grievance arbitration, or threaten to file litigation against the other party, it is essential that USPS officials understand that the Union does not have to make strategic judgments based on its financial well-being. Without these financial resources, therefore, the Postal Service – which never has to worry about such financial limitations – will try to take advantage of the NPMHU.

Nor is there any risk that the operating fund maintained by the National Union will be squandered or expended inappropriately. The NEB has authorized a conservative investment portfolio of government bonds and treasury notes. Not many years ago, in 2008, the NPMHU was subject to a lengthy and in-depth audit by the U.S. Department of Labor, which determined that the National Office and its accounting office were appropriately managing the membership's money.

Financial Assistance to the Local Unions:

Notwithstanding the continuous need to preserve National Union resources, the NEB has routinely recognized that the Local Unions have their own financial requirements that need to be met. That is why, on several occasions in past years, the National Officers have supported – and, in fact, voluntarily adopted – programs designed to share large amounts of dues revenue with all of the Local Unions. At prior National Conventions, with the support of the National Union, the delegates adjusted the amount of per capita taxes retained by the National Union from both regular and associate members, transferring millions of dollars each year to the combined treasuries of the Local Unions. The NEB also has continued its Revenue Sharing Program, which in the fourteen years since it was started in 2003 has provided the Local Unions with over \$30 million in additional tax-free revenue. No other National Union has implemented such a voluntary effort to provide direct financial assistance to all of the Locals.

Stated another way, the improvement in the National Union's financial resources over the

past 25 years has had positive and wide-ranging effects, not the least of which has been to provide all 37 Local Unions with additional revenues with which to operate. Under the governing constitutional provisions, the Local Unions affiliated with the NPMHU currently receive well more than 70% of all dues collected, and thus the Local Unions and members being represented at the Local level are the principal beneficiaries of these revenues. Here, the bottom line speaks for itself: In 1992, the National Union remitted a total of \$13.6 million to the Local Unions; by 1999, that amount had increased more than 50% and was up to \$21.7 million; and during recent years, the amount of money remitted to the Local Unions has reached an all-time high.

Membership and Organizing:

The National Union continues to maximize Union membership to the greatest extent possible. In 1998, at the peak of postal employment, the Union made history by reaching 50,000 members for the first time. Membership remained over 50,000 for several years, but because of recent downsizing in the postal workforce and a substantial number of retirements, the total membership today is down to approximately 38,000. As a percentage of all Mail Handlers, however, membership remains high, at almost 90%.

These membership numbers have not occurred by happenstance. For many years, the National Union, working in cooperation with the Locals, has made concerted efforts to sign-up new members and to convince many former members to give the NPMHU another try. On occasion, financial and other incentives are provided to members who helped in the recruitment efforts, and these campaigns will continue.

In recent years, the focus of the Union's organizing efforts has necessarily shifted to MHAs, who are entering the Postal Service and the NPMHU as new employees. Under the direction of the Committee on the Future, the NPMHU has prepared orientation materials for MHAs, and training for such organizing also has been presented.

Communications:

One area in which the National Union constantly works hard to improve is communications with the membership. The quarterly magazine – The Mail Handler – tries to provide substantive coverage of the major issues facing the Union.

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Monthly bulletins continue to be circulated to all Local Union officers and representatives, for posting on all bulletin boards; for obvious reasons, these bulletins can focus on more time-sensitive matters. And in recent years, the National Union has emphasized its growing presence on the internet, with updates posted routinely as noteworthy events occur. All Mail Handlers should be certain that visit the NPMHU website at www.npmhu.org on the routine basis, as it has become an increasingly important source for the timely circulation of information, especially in the legislative and political arena. Not many Mail Handlers remember that, in 1995, the NPMHU was the first major national or international union with an operating website that contained searchable archives of arbitration decisions, and to this day the NPMHU website remains a leader in that area as well.

Mail Handlers In the Community

Within the Labor Movement:

The National Union remains an active participant in the trade union movement, both in America and on a world-wide stage.

Relations between the NPMHU and its international parent body, the Laborers' International Union of North America, continue to be strong. Under the leadership of General President Terry O'Sullivan, who is recognized as one of the mainstays in America's next generation of labor leaders, LIUNA has become a staunch supporter of the NPMHU, offering its assistance and cooperation when advisable, but otherwise allowing the NPMHU to operate under its own autonomy. Mail Handlers also have a direct say in the operations of LIUNA, as Mail Handlers receive their fair share of delegates at all LIUNA Conventions, and the NPMHU National President is an automatic member of the LIUNA General Executive Board.

LIUNA is affiliated with the AFL-CIO, and the NPMHU continues to benefit from all of the activities conducted by that labor federation. The NPMHU also continues to be a participant in UNI Global Unions (UNI) – formerly known as Union Network International, which includes a Postal Sector representing the interests of postal workers from across the globe. As the American economy continues to globalize, especially in the postal and commu-

nications sectors, the NPMHU's involvement in UNI provides the National Union with valuable information about postal technology and trends in postal employment.

In the Greater Community:

The National Union continues to recognize that giving to those less fortunate is a significant part of the Union's legacy.

In the past four years, the NPMHU Scholarship Program has continued to award hundreds of thousands of dollars in college scholarships to Mail Handlers and family members who seek a university degree. For many of the recipients, this financial aid makes it possible to continue their higher education, and allows the Union to encourage members and their families to take advantage of such educational opportunities. It is especially fitting that the Vallone Scholars chosen by the scholarship program are named in memory of Arthur S. Vallone, the former Northeastern Regional Vice President and Local 309 President who died suddenly in 2005. His memory and good works will forever live in the minds of these scholars.

The NPMHU also remains an active sponsor of the Juvenile Diabetes Research Foundation, which is the official charity of the NPMHU and LIUNA. Both the National Office and many Local Unions participate in walkathons and other fundraising activities to help pay for research to find a cure for this disease.

The NPMHU also continues to contribute, both time and money, to PERF or the Postal Employees Relief Fund. This joint project of all postal unions, management associations, and postal management provides timely loans and grants to postal employees who suffer financial losses from natural disasters such as hurricanes, tornadoes, and wildfires. The PERF fund has made hundreds of payments to postal employees, including scores of Mail Handlers, during the past few years.

Providing Value to the Members:

The National Union also sponsors and in part administers important benefit programs aimed at giving Mail Handlers and other NPMHU members excellent benefits at a good value.

The Mail Handlers Benefit Plan, which has been sponsored by the NPMHU since the early

1960s, remains one of the largest health insurance programs under the Federal Employees Health Benefit Program. Although the past four years have seen some significant reductions in associate membership in the MHBP, both premium rates and membership have stabilized, with rates in the last year or two going down and membership going up. Our partners at Aetna, which recently purchased Coventry Health Care, continue to serve as the underwriter and administrator for the program, and they are working hard to ensure the MHBP's continued success.

Equally important to the everyday lives of many Mail Handlers are the programs made available through Union Privilege, including the Union Plus Credit Card, mortgage services, and telephone discounts. These benefits of NPMHU membership make our job of organizing new members easier, while enhancing the NPMHU's ability to serve our current members.

Committee on the Future of the NPMHU

The aptly named Committee on the Future of the NPMHU has continued to engage in long-range planning and strategic thinking on behalf of the Union and all Mail Handlers employed by the Postal Service. The Committee is comprised of all members of the National Executive Board and several Local Union Presidents representing a cross-section of the NPMHU membership.

The agenda of the Committee remains wide-ranging, and includes long-term issues such as privatization of the Postal Service, the NPMHU's legislative relations program, USPS automation and other technological changes, financial planning; and membership recruitment.

It is extremely difficult to measure the benefits of strategic planning, at least over the short term, but all Mail Handlers should rest assured that their National Union and its Committee on the Future are very much focused on the long-term interests and anticipated needs of all members.

Conclusion

As the delegates gather in 2016, all Mail Handlers should take pride in the accomplishments and activities of their Union, not only over the past four years, but for the 100 years that came before.

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But remembering the past cannot substitute for the Union's need to plan for the future. The entire National Executive Board remains focused on the challenges that lie ahead. We believe that the NPMHU is stronger, tougher, quicker, and smarter than it has been at any point in its long and colorful history, and these attributes will help all Mail Handlers face the difficult issues that must be confronted over the next four years.

Although it often is difficult to predict exactly what challenges may develop in future years, 2016 presents one of those rare situations in which the future challenges can be easily identified. We know that the Union is about to finalize a new National Agreement with the Postal

Service, and that in a few years, another round of national negotiations will take place, probably before the next National Convention in the year 2020. We know that the Union must continue to battle on Capitol Hill and in the Executive Branch to preserve not only our statutory benefits and our collective bargaining process, but also to guarantee the important and sustained role that the Postal Service must continue to play in the future of our American communications system through meaningful postal reform. We know that the Union needs to work with the rest of the American labor movement and other supporters to ensure that this November, and in future elections, the maximum possible number of pro-worker and pro-union candidates are elected into

office by the American people. We know that the Union must continue to address, on a pro-active basis, the potential dislocation of our members if and when there are additional closings or consolidations of postal plants. We know that the Union will have to continue its battles over subcontracting, craft jurisdiction, and maintaining the well-being of the American working class.

Of most importance, the National Executive Board is certain that the NPMHU will be able to meet all of these challenges because we understand the Power of You, the power that arises from a united membership, from well-trained and strategic leadership, and from an organizational focus that is second to none.





RESOLUTIONS

Convention Delegates Adopt Important Resolutions

Over the course of the NPMHU 2016 National Convention, the delegates considered, debated, and voted on a series of important resolutions. All of these resolutions were initially submitted by NPMHU members for consideration by either the Resolutions Committee or the Legislative and Political Committee. Both of these committees were comprised of elected convention delegates, who met prior to the Convention to review, debate, combine similar resolutions, and on occasion to modify the submitted proposal to

language that the committee could agree to present to the full Convention for consideration.

What follows here are the seventeen resolutions that were adopted by the Convention (including any amendments adopted during the debate at the convention). The first nine of the following resolutions were presented by the Resolutions Committee, and the remaining eight resolutions were presented on behalf of the Legislative and Political Committee.

** The article assumes that all 17 are presented and approved.*

LEGISLATIVE AND POLITICAL COMMITTEE

Recommendation No. 1

Based on Resolution Proposed by:
Bob Losi, Legislative and Political Director;
Steve Brown, Local 321

Trade and Globalization

WHEREAS, both the American and world economies in recent decades have experienced rapidly increasing inequality and the concentration of wealth in the hands of a select few; and

WHEREAS, such wide gaps in wealth and resources pose a threat to the world order and basic human rights; and

WHEREAS, the free market system as it stands enables corporations and investors to pit workers in different countries against each other; and

WHEREAS, the lack of regulation has rendered American workers pawns in the game of corporate subsidies, tax breaks, and manipulation of fair wages by some foreign governments; and

WHEREAS, corporations act in their own interest, pursuing cheap labor devoid of benefits and blatantly violating collective bargaining agreements negotiated with their unionized American employees; and

WHEREAS, international corporations that traditionally treat their employees and their rights with respect do not honor this practice on American soil, further enabled by an utter lack of regulation; and

WHEREAS, the right wing of the American political spectrum continues to suppress the power of organized labor by encouraging practices such as outsourcing and privatization of public services; and

WHEREAS, the proposed Trans-Pacific Partnership (TPP) would only enable violators of labor rights to continue their practices without establishing safeguards for workers in these countries and without shielding American workers from unfair competition;

THEREFORE, BE IT RESOLVED, that the NPMHU will continue to advocate for international solidarity among workers and their unions to achieve social and economic justice, as well as fair labor practices around the world; and

BE IT FURTHER RESOLVED, that the NPMHU should join with existing local, state, and national organizations, including the AFL-CIO and the Laborers International Union of North America, in their the fight against the TPP; and

BE IT FURTHER RESOLVED, that the NPMHU will fight for all trade agreements to include and enforce fair labor standards, most notably including the right to organize and bargain collectively.

Recommendation No. 2

Based on Resolution Proposed by:
Bob Losi, Legislative and Political Director

Voting Rights for All

WHEREAS, in a democracy, the right to vote is inalienable and fundamental; and

WHEREAS, the right to vote in America has come under attack, based upon false allegations of voter fraud; and

WHEREAS, prior to the 2012 elections, 180 bills were introduced in 41 states to challenge the fundamental right of all Americans to vote, and before that, 27 voter suppression laws were passed in 19 states, requiring voters to supply proof of citizenship in order to register and photo identification in order to vote; and

WHEREAS, in the past year, 17 states have passed even more voter suppression laws that may take effect in time for the 2016 federal elections; and

WHEREAS, such voter ID laws are tantamount to voter suppression, as are other attempts to disenfranchise large numbers of American voters, such as the reduction of early voting dates, the use of out-of-date voting machines, the biased purging of voter rolls, and the establishment of superficial obstacles to voter registration; and

WHEREAS, studies show that these practices, many of which are being proposed by far-right groups like the American Legislative Exchange Council (ALEC) and are funded by the billionaire Koch brothers, have a

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disproportionately adverse impact on minority groups and operate in the interest of a few wealthy individuals rather than the country as a whole; and

WHEREAS, the action of the Supreme Court in its 2013 decision in *Shelby County v. Holder*, which invalidated a key provision of the 1965 Voting Rights Act, has facilitated the disenfranchisement practices in many of the problem states; and

WHEREAS, despite these efforts at voter suppression, the movement to get out the vote is as strong as ever;

THEREFORE, BE IT RESOLVED, that the NPMHU should join with allied organizations at the local, state, and national level to secure legislation and enforce constitutional provisions to ensure an untarnished right to vote for all Americans; and

BE IT FURTHER RESOLVED, that the NPMHU goes on record to oppose each of the aforementioned attempts to disenfranchise the American people; and

BE IT FURTHER RESOLVED, that the NPMHU urges Congress to adopt the bipartisan Voting Rights Amendment Act, co-sponsored by Representatives Jim Sensenbrenner from Wisconsin and John Conyers from Michigan, to restore the full protections adopted by Congress in the 1965 Voting Rights Act, and to restore, under that legislation, the authority of the federal courts to stop the discriminatory practices of voter suppression and disenfranchisement.

Recommendation No. 3

Based on Resolution Proposed by:
Bob Losi, Legislative and Political Director

Raise the Minimum Wage

WHEREAS, the federal minimum wage has remained at \$7.25 per hour while the cost of living has continued to climb; and

WHEREAS, millions of American workers earn the minimum wage, ensnaring themselves and their families in a crippling cycle of poverty, as well as exposing them to risk factors including poor nutrition and health, unsafe or inadequate housing, and limited access to medical care; and

WHEREAS, studies show that increasing the minimum wage has virtually no negative effect on the employment of minimum wage workers or the availability of their jobs; and

WHEREAS, studies also show that increasing the minimum wage will cause an increase in employment, because higher wages will result in a surge in consumer spending, giving the U.S. economy a much-needed boost; and

WHEREAS, opinion polls show that an overwhelming majority of Americans support increasing the minimum wage to \$15.00 per hour by 2020; and

WHEREAS, localities and states such as Seattle, New York, California, and the District of Columbia all have passed measures that will raise the minimum wage to \$15.00 over time; and

WHEREAS, proposals to implement such measures are being discussed in legislatures across the country;

THEREFORE, BE IT RESOLVED, that the NPMHU supports an increase in the federal minimum wage to at least \$15.00 per hour by 2020; and

BE IT FURTHER RESOLVED, that the NPMHU strongly encourages its affiliates to advocate for local, state, and federal legislation that ensures a wage increase commensurate with the rise in the cost of living.

Recommendation No. 4

Based on Resolution Proposed by:
Bob Losi, Legislative and Political Director

Change the USPS Board of Governors

WHEREAS, the USPS Board of Governors controls the Postal Service through directing its expenditures, reviewing its practices and initiatives, establishing long term goals, and dictating policy for all things postal; and

WHEREAS, the Board of Governors spearheads projects such as service standards, capital investments, and officer compensation; and

WHEREAS, the recommended qualifications for serving on the Board of Governors changed due to the Postal Accountability and Enhancement Act of 2006 (PAEA) to favor managers, corporate officials, and those with experience in public service; and

WHEREAS, the current Board of Governors is nearly vacant, and therefore has been rendered ineffective; and

WHEREAS, an effective Postal Service is in everyone's interest; and

WHEREAS, the process for approving a member to the Board of Governors is laborious and divisive, and has become an issue played out in the political arena rather than approached as a calculated and informed business decision; and

WHEREAS, an active, engaged Board of Governors will allow the Postal Service to adapt to changing times; and

WHEREAS, a robust Board of Governors will come to symbolize a thriving and innovative Postal Service;

THEREFORE, BE IT RESOLVED, that the NPMHU urges Congress to appoint dedicated, qualified individuals to the USPS Board of Governors with all deliberate speed, bearing in mind the interests of the mailing public and the livelihood of thousands of dedicated postal employees.

Recommendation No. 5

Based on Resolution Proposed by:
Bob Losi, Legislative and Political Director

Postal Reform

WHEREAS, the U.S. Postal Service continues to find itself in a precarious financial position because of the statutorily-mandated, but unjustified payments required to prefund the Retiree Health Benefits Fund (RHBF); and

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WHEREAS, this accounting shortfall has led some opportunists on Capitol Hill, within the Postal Service, and in the private sector to use these circumstances as a pretext to attack the wages and benefits of postal employees and the collective bargaining process itself; and

WHEREAS, these same forces wish to dismantle the Postal Service's processing and delivery network, cut additional career employees, and further reduce the USPS service standards; and

WHEREAS, there are ongoing attempts in Congress to fashion a bipartisan bill that would reform the Postal Service and eliminate many of these financial burdens;

THEREFORE, BE IT RESOLVED, that the leadership of the NPMHU should continue this Union's active leadership role in supporting meaningful postal reform that will eliminate the pre-funding requirement; stabilize the Postal Service's finances; protect and strengthen the Postal Service's invaluable mail processing, retail, and last-mile delivery networks; and allow the Postal Service to expand its services to meet the evolving needs of the American economy during the 21st century.

Recommendation No. 6

Based on Resolution Proposed by:
Bob Losi, Legislative and Political Director

Campaign Finance Reform

WHEREAS, in 2010 the Supreme Court ruled in its infamous Citizens United decision that corporations have the same freedom of speech protections as natural persons, and therefore are entitled to express their opinions using unlimited dollars and cents; and

WHEREAS, Citizens United and subsequent decisions have resulted in an unprecedented amount of political spending by corporations and wealthy individuals, thereby corrupting the political process and rendering the option of contributing to free speech beyond the scope of the average citizen; and

WHEREAS, the gap between contributions of those involved in the labor movement and those looking out for the interests of big business is a staggering 15 to 1, which naturally resulted in legislation and political activity that suppressed the work of labor unions and undermined the goals of the labor movement, all the while furthering the protections of the ultra-rich at the cost of the American worker; and

WHEREAS, labor organizations are forced to disclose their contributions publicly, while corporations are able to disguise and easily shroud their unlimited contributions;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the disclosure of all corporate campaign contributions, lobbying expenditures, and payments made to trade associations; and

BE IT FURTHER RESOLVED, that the NPMHU encourages the Supreme Court to reconsider its decisions in Citizens United and related cases; and

BE IT FURTHER RESOLVED, that the NPMHU should continue to advocate for campaign finance reform on a state and national level; and

BE IT FURTHER RESOLVED, that the NPMHU urges Congress to propose and pass legislation that strikes down the reckless practices of corporations, and controls the system of political contributions, so that once again the electoral process is accessible to and operates in the interest of working families.

Recommendation No. 7

Based on Resolution Proposed by:
NPMHU Committee on the Future

Universal Voter Registration and Vote by Mail

WHEREAS, voter turnout in the United States is disgracefully low, especially when compared to other countries with developed democratic processes; and

WHEREAS, less than half of those eligible to vote actually vote during midterm elections, and those numbers are only marginally higher during presidential election years; and

WHEREAS, the 2014 midterm election saw the lowest voter turnout in 70 years, with only 36 percent of eligible voters showing up to the polls; and

WHEREAS, the right to vote is essential to any functioning democracy; and

WHEREAS, in recent years, many states and localities have initiated measures that try to chip away at the right to vote and serve to disenfranchise and dissuade eligible voters; and

WHEREAS, since implementing automatic voter registration, the State of Oregon has added more than 50,000 voters to the state's rolls, and the States of Vermont, California, and West Virginia have passed similar legislation; and

WHEREAS, according to the Brennan Center for Justice, 28 more states as well as the District of Columbia are considering implementing such measures; and

WHEREAS, even after registering to vote, citizens must have a simple, convenient, and low cost means of exercising their right to vote; and

WHEREAS, the U.S. Postal Service provides a modern, secure, efficient vehicle for voting that has proven to increase participation and make voting much more convenient; and

WHEREAS, the States of Oregon, Washington, and Colorado and many other locations have proven that vote by mail expands on existing absentee balloting, eliminates the embarrassing errors of malfunctioning electronic equipment and untrained poll workers, and preserves the necessary paper trail to certify elections; and

WHEREAS, the Postal Service provides a trusted, trained, and professional workforce to handle the ballots; and

WHEREAS, increased use of vote by mail will have the corollary effect of saving money that normally would be spent by state and local governments on training and paying poll workers, while at the same time providing the Postal Service with additional revenue;

THEREFORE, BE IT RESOLVED, that the NPMHU supports automatic or universal voter registration for all citizens who reach voting age and for all persons who become citizens; and

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BE IT FURTHER RESOLVED, that the NPMHU supports and should continue to work for the passage of vote by mail legislation.

Recommendation No. 8

Based on Resolution Proposed by:
Cindy Hoehl-Rinker, President, Local 321

Endorsement of Hillary Clinton for U.S. President

WHEREAS, the United States will conduct National Elections in November 2016 for U.S. President and Vice President, the entire House of Representatives, and one-third of the Senate; and

WHEREAS, the NPMHU has always supported those candidates who support the working men and women of this country; and

WHEREAS, both Secretary Hillary Clinton and Senator Bernie Sanders garnered much support from Democrats across the country during this year's presidential primaries; and

WHEREAS, the NPMHU is grateful to Senator Sanders for bringing energy and passion to politics and for having ignited a national conversation about inequality, wages, and the power of corporate interests in our democracy; and

WHEREAS, the NPMHU intends to continue working with Senator Sanders to strengthen the U.S. Postal Service and the American political system; and

WHEREAS, the candidate for U.S. President who was recently nominated by the Republican Party is Donald Trump, and Mr. Trump has

a clear anti-worker record (as both an employer and as a political candidate), is dishonest and cannot control his rhetoric or his temper, has shown himself to be a bigot and a racist, and is essentially unfit to be President of the United States; and

WHEREAS, the Democratic Party candidate for President, Hillary Clinton, represents the best hope for advancing the many issues of direct concern to all Mail Handlers and other, unionized workers, including economic and political equality

for all working class Americans, regardless of gender, race, sexual orientation, nationality, religion, or disability; and

WHEREAS, Secretary Clinton has dedicated her entire life to public service; and

WHEREAS, Secretary Clinton has a long history of supporting collective-bargaining rights and decent pay and benefits for all American workers, and was an original co-sponsor of the Employee Free Choice Act; and

WHEREAS, Secretary Clinton has staunchly defended the U.S. Postal Service, including protection of the mail processing network, six-day delivery, and overall support for the pay and benefits of federal and postal employees; and

WHEREAS, Secretary Clinton is acknowledged to be one of the most qualified candidates ever to run for the office of President; and

WHEREAS, the NPMHU must come together to ensure that Secretary Clinton soundly defeats Mr. Trump in this year's election; and

THEREFORE, BE IT RESOLVED, that the NPMHU goes on record to endorse the candidacy of Hillary Clinton for President of the United States.

RESOLUTIONS COMMITTEE

Recommendation No. 1

Based on Resolution Proposed by:
Ronald Williams, Jr., Local 303

Dignity, Respect, and Justice in the Workplace

WHEREAS, it is the task of the NPMHU, its affiliated Local Unions, and their thousands of dedicated representatives to organize all Mail Handlers in support of one another and to protect the interests of all Mail Handlers through the negotiation and enforcement of agreements between the Union and the U.S. Postal Service; and

WHEREAS, the NPMHU believes that all Mail Handlers deserve dignity, respect, and justice in the workplace; that workplace bullying leads to rudeness, hatred, disloyalty, and arrogance; and that workplace harassment denies our members a workplace that is free of unlawful and inappropriate conduct; and

WHEREAS, harassment and bullying become institutionalized ferocity when management condones their use. Management may write policy statements in support of dignity, respect, and justice in the workplace, but there must be consequences for the manager who harasses and bullies and violates those policies; and

WHEREAS, harassment and bullying lead to a disruptive and hostile work environment, leaving NPMHU members intimidated and terrified to affirm their contractual rights and undermining the Union's ability to represent them; and

WHEREAS, it is the NPMHU's responsibility to promote unity, democracy, and strength through the enforcement of human rights and worker rights;

THEREFORE, BE IT RESOLVED, that the NPMHU endorses a sustained struggle to promote dignity, respect, and justice in the workplace. The NPMHU will demand that the Postal Service values the diversity of Mail Handlers and remains committed to a workplace where all employees can come to work and be treated with dignity and respect.

RESOLUTIONS

Recommendation No. 2

Based on Resolution Proposed by:
Joseph A. Palau, Local 300

Boycott Nabisco Products Made in Mexico

WHEREAS, the NPMHU must stand united with its brothers and sisters of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM), in particular its Chicago Local 300, in their fight to save American jobs by boycotting Nabisco products that are made in Mexico; and

WHEREAS, after its workers in Chicago refused to accept \$46 million in annual concessions, something asked of no other bakery, Nabisco sent production to Salinas, Mexico, eliminating hundreds of middle-class jobs in this heavily African-American and Hispanic community; and

WHEREAS, Nabisco, which already has a plant in Monterrey, Mexico supplying the American market, will take even greater advantage of a low-wage workforce in Mexico; and

WHEREAS, Nabisco's decision to send production to Mexico continues a decades-long pattern of closing plants in the United States, Canada, and other industrialized countries, eliminating thousands of jobs, and shifting production to low-wage countries in which workers are vulnerable to exploitation because they have few, if any, environmental, health and safety, or food safety laws to protect workers, citizens and the environment; and

WHEREAS, over the past 20 years, Nabisco has closed plants in Pittsburgh, Houston, Niles and St. Elmo, IL, Buena Park, CA, Philadelphia, and Toronto; and

WHEREAS, plant closures devastate communities and families, as well as state and county tax bases; and

WHEREAS, making matters worse, in the 1990s Nabisco took \$90 million in subsidies from Illinois taxpayers, and now, twenty years later, Nabisco is essentially abandoning that investment by the taxpayers; and

WHEREAS, Nabisco's continued corporate policy of closing down plants to take advantage of low-wage workers has been a windfall for its top executives and largest shareholders;

THEREFORE, BE IT RESOLVED, that the NPMHU shall stand with its brothers and sisters in BCTGM, in particular its Chicago Local 300, in their fight to protect American jobs; and

BE IT FURTHER RESOLVED, that the NPMHU supports the boycott of all Nabisco products that are made in Mexico; and

BE IT FURTHER RESOLVED, that the NPMHU urges Nabisco and its parent company Mondelez to return to the United States all production of Nabisco products sold in the United States.

Recommendation No. 3

Based on Resolution Proposed by:
Npmhu Committee On The Future,
Cindy Hoehl-Rinker, Local 321

Supporting the U.S. Mail

WHEREAS, the mail processed and delivered by the U.S. Postal Service has been a key component of the American communications system for more than two hundred years, since the Post Office was first enshrined in the U.S. Constitution; and

WHEREAS, the U.S. mail also serves as a crucial component of American business and commerce, especially with the increasing number of mailed packages; and

WHEREAS, the U.S. mail provides a secure and private means of communication and commerce in a fully unionized environment; and

WHEREAS, communications that are accomplished electronically are far less secure and less private, and are processed in what is largely a non-union environment; and

WHEREAS, examples of cyber breaches or other intrusions into electronic data and communications have become routine, with some intrusions instigated by domestic criminals or international terrorists;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports continued use of the U.S. mail for both private communications and secure commerce; and

BE IT FURTHER RESOLVED, that the NPMHU urges its members, families, friends, and business associates to use – to the maximum extent possible – the U.S. mail (rather than its private competitors) for all of their communication needs, including a follow-up hardcopy by U.S. mail in those situations when time-sensitive matters require use of electronic mail or facsimile.

Recommendation No. 4

Based on Resolution Proposed by:
Matt Mcauliffe, Local 321; Steve Brown, Local 321

Build a Grand Alliance to Save Our Public Postal Service

WHEREAS, the U.S. Postal Service is the constant target of numerous privatization campaigns driven by certain elected officials on behalf of greedy corporate agendas to dismantle this 241-year-old institution; and

WHEREAS, privatization of the Postal Service represents nothing less than the looting of public services and assets; and

WHEREAS, political pressure applied to Congress by mass movements, such as the movements for civil rights and the rights of Vietnam Veterans, has produced monumental legislation; and

WHEREAS, the importance of Congressional correspondence and lobbying for legislation is recognized, but they alone are not enough; and

RESOLUTIONS

WHEREAS, to protect the Postal Service as an independent agency of the United States Government and to save postal jobs, there has to be a widespread public movement; and

WHEREAS, only with the support of the general public can we save the Postal Service from privatization; and

WHEREAS, the four national postal unions – the NPMHU, the NALC, the APWU, and the NRLCA – have joined forces to create A Grand Alliance to Save the Public Postal Service with over seventy national organizations representing the labor movement, civil rights organizations, students, seniors, veterans’ groups, community and faith-based organizations, and business groups as an initial step; and

THEREFORE, BE IT RESOLVED, that the NPMHU encourages its Local Unions and membership to build relationships with local and state groups to affiliate with A Grand Alliance to Save Our Public Postal Service, beginning with those already affiliated at the national level based on transparency, reciprocity, and our shared values.

Recommendation No. 5

Based on Resolution Proposed by:
NPMHU Committee on the Future

Oppose USPS Plans to Downsize or Reduce Service

WHEREAS, in response to recent financial difficulties, the U.S. Postal Service has embarked on a plan to reduce service to the American people by closing or consolidating scores of mail processing facilities, closing or reducing hours at smaller post offices, and reducing residential delivery; and

WHEREAS, these plans, if fully implemented, would dismantle a large part of the postal network and communications system that is supported by the Postal Service and its employees; and

WHEREAS, these plans are misguided, and if left unchallenged and unchanged, could lead to the demise of the Postal Service;

THEREFORE, BE IT RESOLVED, that the NPMHU should continue to take all reasonable and available steps and actions to oppose unnecessary and misguided cuts in service, including specifically unjustified closings and consolidations of mail processing facilities that may be proposed and/or adopted by postal management.

Recommendation No. 6

Based on Resolution Proposed by:
NPMHU Committee on the Future

In Opposition to Plans to Privatize the Postal Service

WHEREAS, in recent years the U.S. Postal Service has tried to accelerate its plans to privatize Mail Handler work; and

WHEREAS, the men and women of the Postal Service, as the Postal Service repeatedly states, are its most important assets; and

WHEREAS, neither the Postal Accountability and Enhancement Act of 2006 nor the recent economic recession are excuses to demean the dignity of our dedicated workforce through increased privatization of postal jobs; and

WHEREAS, the issue of subcontracting has caused much dissent at the bargaining table and much dissension on the workroom floor;

THEREFORE, BE IT RESOLVED, that the members of the NPMHU strongly oppose any subcontracting and/or privatization of any existing work currently being performed by postal employees, including but not limited to the processing of parcels and other work currently being performed at Mail Transport Equipment Centers (MTECs), Surface Transfer Centers (STCs), Consolidation & Deconsolidation Facilities (CDFs), bed-loading projects, and any other facilities that have been or may be targeted by the Postal Service for future subcontracting.

Recommendation No. 7

Based on Resolution Proposed by:
Matt Mcauliffe, Local 321

Support the Black Lives Matter Movement and Work for Racial Justice

WHEREAS, the Black Lives Matter movement is not a debate over whose lives matter more, but rather a movement to make clear that black lives matter as much as other lives and, to that end, to dismantle our nation’s anti-black racism and to develop a more multiracial democratic society; and

WHEREAS, the Black Lives Matter movement started as a demand for justice for Trayvon Martin, and soon became a response to the events of Ferguson, MO and Baltimore, MD, and to the massacre of Charleston, SC; and

WHEREAS, throughout American history, black struggles for freedom and equality often are portrayed falsely as black people trying to get “special rights” by taking something away from the white majority; and

WHEREAS, anti-black racism was developed and enforced through laws, policies, and sometimes institutionalized violence meant to keep the vast majority of Americans fighting against and hating each other, while those with the power to rule consolidated wealth and power, extracting it from working-class communities, including communities of color; and

WHEREAS, workers through their unions have fought for greater inclusion and economic justice, often expanding benefits economically, politically, and socially; and

WHEREAS, the Black Lives Matter movement is attempting to eradicate and remedy continuing racism not only in the workplace, but in housing, healthcare, jobs, education, and the criminal justice system;

RESOLUTIONS

THEREFORE, BE IT RESOLVED, that the NPMHU expresses its support for the principles of the Black Lives Matter movement, as set forth above; and

BE IT FURTHER RESOLVED, that the NPMHU encourages its membership to find effective ways to work for meaningful racial justice.

Recommendation No. 8

Based on Resolution Proposed by:
NPMHU Committee on the Future;
Cindy Hoehl-Rinker, Local 321

Buy Union – Buy American

WHEREAS, the workforce of the United States has been hurt both by outsourcing of jobs to other countries and by American companies that are using foreign operations as a means of holding down wages and benefits for American jobs; and

WHEREAS, the economic hardships of unemployment and underemployment continue, and are adversely affecting the economy as a whole; and

WHEREAS, any downturn in the American economy also affects the U.S. Postal Service, with a decrease in mail volume directly caused by the circulation of fewer commercial mailings; and

WHEREAS, there are unlimited opportunities to purchase quality Union-made and American-made goods, both in person and on-line; and

WHEREAS, purchasing Union-made and American-made goods will result in additional economic growth in the United States and increased mail volume for the Postal Service; and

WHEREAS, purchasing Union-made and American-made goods will help other American workers keep their jobs;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports purchasing Union-made and American-made goods; and

BE IT FURTHER RESOLVED, that the NPMHU will disseminate this message through various communication channels, such as the NPMHU website, the Mail Handler Update bulletin, and the Mail Handler magazine; and

BE IT FURTHER RESOLVED, that all Mail Handlers should spread this message through word of mouth to family and friends.

Recommendation No. 9

Based on Resolution Proposed by:
NPMHU Committee on the Future

Supporting a Union Shop

WHEREAS, the National Postal Mail Handlers Union fights for better wages, respect, dignity, health care, safety, and retirement for all Mail

Handlers, regardless of race, color, creed, nationality, religion, age, sex, sexual orientation, physical or mental status, or union membership; and

WHEREAS, the NPMHU, its affiliated Local Unions, and its thousands of dedicated representatives are working day in and day out to protect the interests of all Mail Handlers, through the negotiation and enforcement of agreements between the Union and the U.S. Postal Service for wages, job security, protection from discrimination, seniority, choice vacations, health and safety, and other benefits; and

WHEREAS, the NPMHU invests significant resources in achieving the best for the Mail Handler craft, whether by legislation, politics, grievances and arbitration, legal cases, training and education, membership communication, collective bargaining, and other means; and

WHEREAS, the NPMHU has been on the frontline for many decades, fighting to obtain, defend, and uphold our collective bargaining rights; and

WHEREAS, non-Union members are allowed by law to enjoy all the privileges and benefits negotiated by the NPMHU, as well as all job protections at the workplace, even though they pay no Union dues; and

WHEREAS, numerous studies have shown that a workforce performs at higher levels of productivity, with fewer accidents and greater job satisfaction, when all workers are treated with dignity and respect as Union members, than when the workers are exploited by management, divided amongst themselves, and alienated from their leadership; and

WHEREAS, the prohibition by law of a Union shop is designed to undermine and weaken the solidarity of the working class and specifically of the men and women who work for the Postal Service, by encouraging postal employees to shun Union membership and exploit unfairly the courage and generosity of the Union Brothers and Sisters, turning worker against worker; and

WHEREAS, solidarity and universal Union membership among all the workers in a Union shop are the surest ways to advance the common interest of the workers in improving productivity and employment conditions and achieving dignity within the workplace; and

WHEREAS, all Mail Handlers and other postal employees should exercise their collective political power to correct the injustice of the 1970 Postal Reorganization Act's prohibition of the Union shop; and

WHEREAS, the imminent national elections offer an opportunity for all Mail Handlers and other postal employees to repeal the unjust prohibition of the Union shop and continue the struggle for a better workplace;

THEREFORE, BE IT RESOLVED, that this Union shall make every reasonable effort to persuade Congress and the President to amend the Postal Reorganization Act to grant postal unions the right to negotiate and enforce lawful and constitutional union shop agreements, so that Mail Handlers and other bargaining unit employees who refuse to join the NPMHU may be charged for their fair share of representational services, including costs for the filing of grievances, advocacy at arbitration hearings, training and education, membership communications, and the bargaining of Local and National Agreements regarding pay and working conditions.

Vallone Scholars:

EDUCATION IS A PASSPORT TO THE FUTURE



ARTHUR S. VALLONE



NOAH GIEBEL

Midway through the summer The Arthur S. Vallone Scholarship Committee finalized its work of selecting 15 new Vallone Scholars to be awarded financial scholarships. The names and photos of these Vallone Scholars are presented on this page. The Arthur S. Vallone scholarship program was established 16 years ago, and was designed to offer deserving mail handlers and members of their immediate families some financial assistance to defray the sky rocketing cost of higher education. Each NPMHU Region has been granted a total of 3 scholarship awards in the amount of \$1,000 each, renewable by the recipient for up to four years or until completion of the students undergraduate or trade school degree, whichever occurs first, for a maximum of \$4,000 per recipient over four years.

The NPMHU National Scholarship was dedicated and named after Arthur S. Vallone after his passing in January 2005. Arthur S. Vallone served as the elected president of NPMHU Local 309, which was headquartered in Buffalo, NY and represented approximately 1,000 mail handlers throughout Upstate New York. Vallone also served on the National Executive Board for 3 years as the Vice President for the Northeast Region. The NPMHU has continued Vallone's legacy by

his firm belief on the importance of education. As noted, through the Arthur S. Vallone scholarship program, the NPMHU again recognizes fifteen students for their hard work and accomplishments.

Every year the Vallone scholarship committee has the job of sorting through and selecting fifteen new exceptional recipients this year makes no exception. Dean Abatte of Local 323 and father of new Vallone Scholar Matthew Abatte wrote; "Matt graduated from Anoka High School with High Honors. He is the first member of the Abatte family to be accepted to and enroll in college. We are all very happy and proud of Matt. Actually, he is the first from either side of the family. All previous family members enlisted in the military going back on both sides of the family as far as we have recorded. So this is an exceptionally proud moment for the whole family".

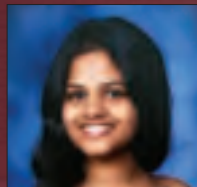
Congratulations to the latest Vallone Scholarship recipients you are all now officially Vallone Scholars! Applications for the 2017 NPMHU Arthur S. Vallone Scholarship Program will be available in late November 2016. For details, you may contact your Local Union or the National Union Headquarters, the application will be available for download on the NPMHU website at www.npmhu.org.



Local 299
TROY OKAMOTO



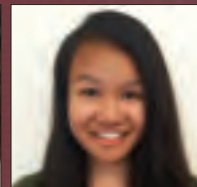
Local 300
JUSTIN LOMBARDO



Local 300
CHATHUMINI ABEYRATNA



Local 301
LAURYN HART



Local 302
LETICIA HALL



Local 304
MADDISON CODY



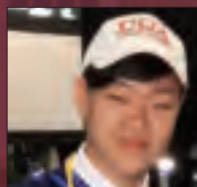
Local 305
THARUNA KALAIIVANAN



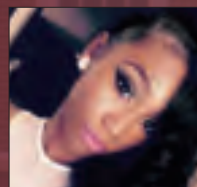
Local 306
KIANNA JONES



Local 308
BETSY AOEOYE



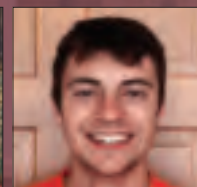
Local 310
JOSEPH SHIN



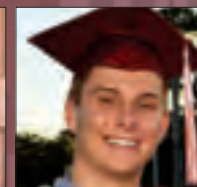
Local 310
MYKALIA HARRISON



Local 318
EBONY GOOCH



Local 321
DYLAN EBERHARD



Local 323
MATTHEW ABATTE



Local 331
MADISON MARINO

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Union Plus



*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8008 for details