

The Mail Handler

HONOR *the* PAST



YEARS *of* SOLIDARITY

SHAPE *the* FUTURE

**100 YEARS OF SERVICE
IN THE POSTAL SERVICE**

The Mail Handler

The Quarterly Publication of the National Postal Mail Handlers Union

Spring 2012

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On the Cover: The logo and the theme—Honor the Past, Shape the Future – of our national convention emphasize NPMHU's members' one hundred years of service to America in the Postal Service and their desire to continue that service



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KEEP YOURSELF INFORMED

Dear Members,

By the time you read this Article, the House of Representatives may have acted on postal reform legislation (or, then again, the House may have failed to act). We are pushing the House now, to use the recently passed Senate Bill (S. 1789) as the starting point for passing meaningful legislation to provide financial relief to the Postal Service, while preserving jobs and service for the American people.

Right now there are multiple versions of postal bills pending in the House, some of which we support either in whole or in part, and some of which we oppose. Many of the bills that purport to “save” the Postal Service actually would destroy it. There are more in-depth descriptions of these legislative matters later on in this magazine. I hope that you will take the time to read them over in detail, and I hope you have been keeping up with the debate surrounding “postal reform,” especially over these past several months. The NPMHU is doing everything it can to convince Members of Congress to do the right thing, and to keep the “Service” in the Postal Service. You can do your part at the grass roots level by logging on to our web site, at www.npmhu.org, and navigating over to the Legislative page. As we work diligently to protect Mail Handler jobs, your supportive and complementary



JOHN F. HEGARTY, National President

efforts are extremely important and will be much appreciated.

In related activities, the Postal Service continues to plan massive closings and consolidations affecting approximately 250 of its mail processing facilities. The latest “plan” unveiled by the Postal Service would close or consolidate 48 facilities in August of this year, another 92 early in the year next year, and an additional 89 facilities by the end of 2014. If all of these plant closings and consolidations move forward, almost 8,000 Mail Handlers could be impacted, by being reassigned into new jobs and/or new facilities. Of course, we are working under Article 12 of National Agreement to minimize the disruption and the dislocation if these service cuts are implemented. At the same time, the National Office is working in Congress and before the Postal Regulatory Commission (PRC) to prohibit or limit these actions. In Congress, we are asking your legislative representatives to prohibit certain changes in overnight mailing standards while providing the Postal Service As a result of continued down-



sizing, the Postal Service is looking for ways to reduce the workforce voluntarily, if possible. We recently announced an agreement on “incentives” for most career Mail Handlers who are retirement eligible, who may qualify for an early retirement, or who may simply wish to resign from the Postal Service for whatever reason. The \$15,000 incentive will be paid in two equal installments, in December of this year and in December 2013. Please check your bulletin boards and/or our web site for more detailed information.

I know another topic on the mind of most Mail Handlers revolves around the status of the 2011 National Agreement, or more precisely, the impasse in contract negotiations. We have kept you as up-to-date as possible with the special Contract Update Bulletins, and will continue to do so. As this Article is being written, we have concluded the formal mediation process without reaching a negotiated settlement. We now find ourselves headed into the binding arbitration process, where a neutral, third party will hear evidence and testimony from both sides, and then render a decision on the terms of the new collective bargaining agreement. Please stay tuned as we strive to secure a fair contract under very difficult circumstances.

In addition to the important topics discussed above, the National Office is now in full “Convention mode,” preparing for our

quadrennial Convention which is scheduled for early August in Portland, Oregon. The NPMHU was founded exactly 100 years ago to the day of the opening of the 2012 Convention, on August 6, 1912. In addition to celebrating this significant milestone, we have the important business of the Union to conduct during the first full week of August. There will be over 270 democratically elected delegates from all thirty-seven Local Unions represented at the Convention. These delegates are tasked with debating and voting on the major policy issues facing our Union (including important resolutions and constitutional amendments). As we have done for prior Conventions, we plan to keep you updated on the proceedings with daily postings on our web site. We hope that those Mail Handlers who cannot be with us in person will enjoy keeping up with the business of the Convention through the web site.

In conclusion, I urge you to review all of the important information in this issue of *The Mail Handler*, and to take an active role in the future of your Union. Despite the many challenges facing us, and the many forces that seek to do us harm, we will never give in, and we will never give up.

In Solidarity,

John F. Hegarty
National President

“Despite the many challenges facing us, and the many forces that seek to do us harm, we will never give in, and we will never give up.”

2011 BARGAINING



HEADED FOR ARBITRATION



As this magazine goes to press, collective bargaining between the NPMHU and the Postal Service over the terms of the 2011 National Agreement has reached a new stage in the implementation of dispute resolution procedures adopted by the parties—that is, the parties have initiated the process of interest arbitration under Section 1207(c) of the Postal Reorganization Act (PRA), as amended in 2006.

the appointment of Herbert Fishgold as the mediator for the NPMHU/USPS dispute. Mr. Fishgold has served as a third-party neutral for more than 30 years, during which time he has mediated and arbitrated bargaining disputes in a wide range of industries at the national, state, and local levels.

Mediator Fishgold held several meetings with the parties and their representatives. Because he already was familiar with many of the basic facts and issues presented by the Postal Service, the mailing industry, and postal employees generally—based on, among other things, his service as an interest arbitrator in the 2006 dispute between the National Rural Letter Carriers Association and the Postal Service—Fishgold was able to jump into the mediation process quickly, without expending a lot of time and effort to familiarize himself with the unique industry that is the Postal Service. That also allowed the mediator and the parties to have frank discussions about their differences, and about possible ideas for narrowing or eliminating those differences.

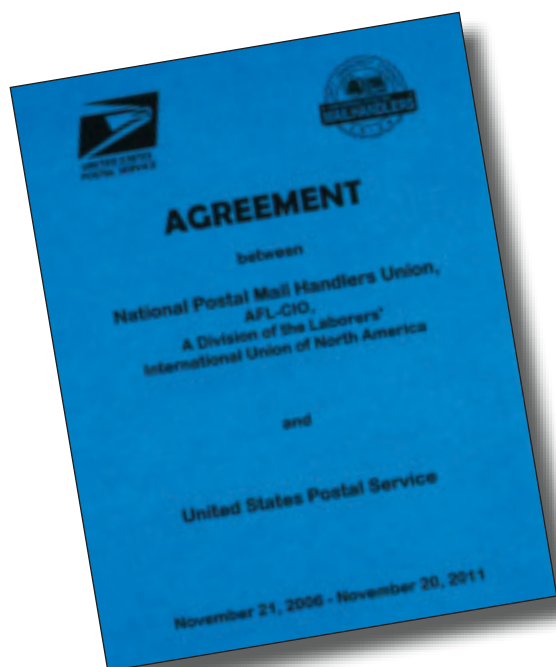
While both parties held out hope for success during the mediation process, the success of that effort was more likely than not to depend on whether Congress acted timely to support the long-term financial well-being of the Postal Service as an ongoing institution and government agency. As explained in detail in other portions of this magazine, the current prospects for legislative action remain unclear, and that inaction certainly presented an obstacle to resolving the current bargaining dispute during mediation. The mediation effort continued for more than sixty days, and ultimately concluded when the parties determined that the process was unlikely to result in a negotiated settlement.

Several other factors also have come into play as the NPMHU dispute resolution pro-

cess unfolds. First and foremost, the American Postal Workers Union and the Postal Service reached a comprehensive agreement in March 2011, and that agreement has been held out by some as a pattern or a baseline for future negotiations. Second, the National Association of Letter Carriers is also currently involved in interest arbitration, and has recently announced the selection of Arbitrator Shyam Das as the neutral arbitrator on that panel. Third, and perhaps of most importance, the Postal Service and the National Rural Letter Carriers Association (NRLCA) have finalized their interest arbitration hearings before a panel headed by neutral Arbitrator Jack Clarke. Those arbitration proceedings began in December 2011, with the panel issuing its decision on July 3, 2012—as this edition of *The Mail Handler* was heading to press. While there clearly are many details in that recent decision that are unique to the NRLCA wage calculation system, and which will require a more detailed review and analysis, that panel's decision has mirrored many of the wage and benefit provisions that were established in the negotiated APWU/USPS 2010 Agreement.

The status of the bargaining agreements for our three sister postal unions clearly could have an effect on what is already an exceedingly complicated process regarding the NPMHU-USPS contract dispute.

With history as a guide, it likely will take several months to schedule, implement, and conduct the NPMHU arbitration process. To the extent possible, the National Office will keep all mail handlers informed of developments through the various modes of NPMHU communications, including monthly bulletins, Contract Updates, and website postings (at www.npmhu.org). Please continue to read these communications as they are distributed.



The upcoming arbitration will be conducted under the supervision of a three-member panel, with a neutral arbitrator serving as chair of the panel. The parties are currently discussing selection of the neutral arbitrator; if no agreement is reached, the parties will ask the Federal Mediation and Conciliation Service (FMCS) to produce a list of potential arbitrators, and the parties will strike names from that list until one remains.

The arbitration phase of the dispute resolution process follows an attempt at mediation which proved unsuccessful. In March 2012, FMCS Director George Cohen announced



MARK A. GARDNER, National Secretary-Treasurer

The NPMHU will be conducting its 2012 National Convention in Portland, Oregon commencing on Monday, August 6th. Delegates representing all thirty-seven NPMHU Local Unions will be in attendance at this quadrennial event, and will work together to set our Union's agenda for the coming four years, and also to discuss and debate the many issues of importance to all Mail Handlers. As set forth in our union's National Constitution, while in Convention these elected delegates will serve as the single-highest governing body of the NPMHU.

This Convention will actually be called to order on the centennial anniversary of the formal organization of our Union—known back in 1912 as the National Association of Post Office and Railway Mail Laborers. Given the historic significance of the timing of this Convention, the delegates and guests will take time to review and honor the many accomplishments of those who struggled for our cause over the past century. To be sure, the elected delegates also will spend considerable time sharing thoughts and ideas on the National Postal Mail Handlers Union's way forward in these difficult economic and political times. Appropriately, the slogan for

HONOR THE PAST SHAPE THE FUTURE

this year's Convention is "Honor the Past – Shape the Future."

And given the perfect financial, political, and technological storm in which the United States Postal Service currently finds itself, the leadership of the NPMHU, the delegates to this Convention, and our union's dedicated members all must work together—in coordination with our sister postal unions, and with our fellow postal stakeholders—to Shape the Future, and to protect the wages, benefits, and working conditions that generations of Mail Handlers before us have struggled to achieve and retain.

The groundwork for our Union's continuing success has been laid. The NPMHU has an efficient and effective network of representatives and activists who are prepared to take action—whether on the political and legislative fronts, through the responsible enforcement of our collective bargaining agreement, through continued commitment to quality service and representation, or in any other necessary venue. Mail Handlers are prepared to stand strong, and will

work like none other to preserve our craft, and to retain and build upon the success for which our Union is known.

As with prior NPMHU National Conventions, I am certain that the delegates to this 2012 Convention will gather with a very positive and energetic attitude, along with a genuine desire to attend to the necessary business of the NPMHU: to refine and improve its guiding laws and documents; to discuss and debate important issues facing the United States Postal Service—including the important role that is played by the dedicated NPMHU membership; to press forward to protect and defend the American labor movement, and all working people; and to engage in what likely will be passionate discussion relative to this year's U.S. Presidential and Congressional elections.

With regard to the latter, since our quadrennial Convention always immediately precedes the U.S. Presidential election, the history and tradition of the NPMHU calls for our delegates to vote at Convention to formally endorse a Presidential candi-

“This Convention will actually be called to order on the centennial anniversary of the formal organization of our Union—known back in 1912 as the National Association of Post Office and Railway Mail Laborers.”

date. I firmly believe that the NPMHU Presidential endorsement process—based on the vote of our delegates, who were democratically elected by their peers—represents a clear voice and opinion of the NPMHU and its members. After a lengthy and illuminating primary process to select the presumptive Republican nominee, our country and our members can now focus their attention on the crystal clear policy and philosophical differences between candidates Barack Obama and Mitt Romney. The NPMHU will officially vote and declare its endorsement at this Convention, and I know that Mail Handlers across the country will work tirelessly to support the NPMHU candidate.

To help set the stage for a productive and efficient Convention, various Convention committees—comprised of elected delegates, and appointed by National President Hegarty—have met in Washington, DC during the weeks and months leading up to the Convention. The first committee to meet, the Credentials Committee, has done tremendous work reviewing the details and election certification for each of the 280 delegates who is slated to participate when we gather in early August. This committee will ultimately present a report for consideration and adoption by the delegates at the beginning of the Convention proceedings. Once formally seated, the delegates can, and certainly will, attend to the critical business of our union and its members.

The Election Committee has now met to develop the rules, processes, and materials to conduct all necessary secret ballot elections at the Convention. The Constitution Committee, the Resolutions Committee, and the Legislative and Political Committee also have now met to discuss the merits

of countless proposals submitted by the NPMHU membership for consideration. After full discussion and debate, these committees will each develop and adopt a series of recommendations, which will be presented for further consideration, possible amendment, and ultimately an up-or-down vote by the delegates. Once adopted by the Convention, any constitutional amendments will become part of the organic law of the NPMHU, and any adopted resolutions will effectively reflect and represent the will of more than 45,000 Mail Handlers across the United States.

One of the most important committees, the Rules Committee, also will meet prior to the Convention, and will discuss and propose for adoption by the delegates a set of rules to govern the proceedings and to provide for an orderly exchange of views during discussion and debate relative to issues of importance to all Mail Handlers. If recent Conventions are indicative of the tone that will be followed in Portland, I am certain that our delegates will, once again, engage in sometimes spirited—but always respectful—debate on the issues at hand.

I know that everyone involved in preparing for this Convention, along with all attendees in Portland, will work hard to ensure that the interests of all Mail Handlers are fairly and democratically represented. Please take a moment to join us, in your own way, as the National Postal Mail Handlers Union celebrates 100 YEARS OF SOLIDARITY!

Fraternally,



Mark A. Gardner

National Secretary-Treasurer

“The NPMHU has an efficient and effective network of representatives and activists who are prepared to take action — whether on the political and legislative fronts, through the responsible enforcement of our collective bargaining agreement, through continued commitment to quality service and representation, or in any other necessary venue.”

With Moratorium Expired, USPS Moves Forward with Facility Closures and Consolidations

At the conclusion of its self-imposed May 15, 2012 moratorium on closures and consolidations of its mail processing facilities, the USPS announced on May 17, 2012 its “modified network plan,” which sets forth its multi-phased implementation plan to realign its network of facilities. On that date, the Postal Service issued its list of 140 mail processing facilities to be impacted during Phase 1 under this amended closure and consolidation plan. Release of that list was accompanied by other informational documents, and was soon followed by details regarding the logistics for several dozen closings or consolidations this August, as well as a plan for additional closings or consolidations beginning early in 2013.

As noted, the earlier moratorium on closures and consolidations adopted by the Postal Service expired on May 15, 2012, and absent any final Congressional action to intercede in the process, the Postal Service decided to move forward with its first round of consolidations. The original listing of 252 potentially impacted mail processing facilities (as announced by USPS on February 23, 2012) has now been pared down to a total of 229 facilities:

Phase 1 includes 48 facilities this summer and 92 facilities in 2013. Phase 2 will include another 89 facilities in 2014.

NPMHU officers and representatives have been discussing and preparing for the eventuality of this closure and consolidation plan, and are prepared to enforce all NPMHU contractual provisions relative to the excessing of employees that will take place under this plan. “We intend to work closely with those Locals affected by the August closings and consolidations” said President John Hegarty, “and, as always, it will be imperative that we enforce the contract to ensure that all Mail Handler rights are protected.”

Please visit the NPMHU website to review copies of the lists of affected facilities, and to learn more about the scope of this amended closure and consolidation plan. Also note that, in accordance with the MOU recently signed with regard to retirement incentives, there is now in place a moratorium on excessing in all facilities until at least August 11, 2012 (unless excessing was previously scheduled).



Please visit the NPMHU website to review copies of the lists of affected facilities, and to learn more about the scope of this amended closure and consolidation plan.



NPMHU Actively Engaged In PRC Proceedings

On December 5, 2011, the Postal Service filed a request with the Postal Regulatory Commission (PRC) seeking an Advisory Opinion regarding the Postal Service's plan to consolidate its processing network and substantially lengthen service standards, including the elimination of overnight delivery for first-class mail. Under the Postal Reorganization Act, the Postal Service must seek such an Advisory Opinion from the PRC before it implements any "change in the nature of postal services which will generally affect service on a nationwide or substantially nationwide basis."

The NPMHU immediately intervened in these proceedings and, over the course of the last several months, has been submitting written interrogatories and other document requests, attempting to uncover whether the Postal Service has overstated the anticipated savings and under-estimated the difficulties of the closings and consolidations currently planned. Counsel for the NPMHU and other interested parties also had the opportunity to cross-examine postal witnesses at live hearings during March. In more recent weeks, the NPMHU submitted affirmative written evidence to explain how the proposed changes would adversely affect mail service and postal employees. The NPMHU thanks the following Mail Handlers for contributing their own statements to this evidence: Northeast Region Vice President and Local 300 President Paul Hogrogian; National Office Contract Administration Department Representative Michael Hora; Local 297 Vice President Chris Bentley; Local 307 President Jim Haggarty; Local 305 President Kenny Hayes; Local 309 President David Wilkin; and

Local 301 President Bob Broxton. Additional hearings took place in May and June.

After testimony is complete, the Postal Service, the NPMHU, and all other parties will have the opportunity to submit briefs to the PRC. Briefing on the case will be complete in July, with a decision from the PRC expected in late summer or early fall.

On May 17, the Postal Service announced a major revision to its network consolidation plan. Under the revised plan, the Postal Service will proceed in two phases. In the first phase, the Postal Service plans to implement consolidations at forty-eight facilities in the summer of 2012, followed by consolidations at an additional ninety-two facilities in January and February of 2013. Employees at the first forty-eight facilities to be affected should have already received notice from the Postal Service. During this first phase, intra-SCF First-Class Mail (mail that stays within an SCF's service area) would continue to have an overnight delivery standard, but inter-SCF mail would go to a two to three day standard. The second phase is planned to begin February 2014, and would involve consolidation at an additional eighty-nine consolidations. Once the second phase is implemented, all First-Class Mail (with a limited exception for certain presorted mail entered before an early critical entry time) would have a two to three day service standard. The final revised service standards, including this two-step implementation, were published in the Federal Register on May 25, 2012. This two-phase implementation, and the promulgated service standards, are part of what the PRC will consider in its Advisory Opinion.

NPMHU Negotiates Retirement Incentive Opportunity for Most Mail Handlers

As this magazine goes to press, the deadline is nearing for eligible Mail Handlers to participate in an early retirement program under the terms of a May 22, 2012 Memorandum of Understanding (MOU), which provides a financial incentive in return for retirement or separation from the USPS by August 31, 2012. As outlined in the MOU, and explained further in USPS documents and in USPS mailings to all eligible Mail Handlers, any eligible full-time Mail Handler interested in participating in this incentive offer must have notified USPS Human Resources Shared Services Center (HRSSC) by mailing in the required forms to be received by HRSSC no later than 8:30 pm (EST) on July 2, 2012.

Under the terms of the MOU, provided that they met the July 2, 2012 notification deadline, eligible Mail Handlers who choose to leave employment with the USPS on or before August 31, 2012 will each receive incentive payments totaling up to fifteen thousand dollars (for full-time employees). The monetary incentives included in the MOU were made available (with certain restrictions) to all Mail Handlers who are currently eligible for regular retirement, voluntary early retirement, and all other employees who may wish to separate from the Postal Service.

This MOU agreement with the Postal Service is intended to provide a financial cushion, and added peace of mind, for Mail Handlers who might be prepared to move on to the next chapter of their lives by leaving the Postal Service—a decision that could be particularly trying during these difficult economic times. In addition, with many closings and consolidations expected to be implemented at mail processing facilities in August 2012 and February 2013, the MOU also will benefit remaining Mail Handlers to the extent that some Mail Handlers choose to retire because of this incentive. More specifically, remaining Mail Handlers will experience less excessing and will benefit from more landing spots if excessed, more bidding opportunities, and other results of reduced staffing. The MOU also provides a moratorium on excessing in all facilities until at least August 11, 2012 (unless excessing was already scheduled), and includes provisions regarding employment of casual workers during the transition months following the August 31, 2012 retirement effective date.

There has been some confusion regarding the deadline by which an individual who submits the required documents to HRSSC may revoke that decision to retire/resign (the irrevocability date). Please be advised that, as indicated in the MOU, the irrevocability deadline of July 2, 2012 only applies to those Mail Handlers retiring under the terms of the Voluntary Early Retirement (VER). Not covered by the July 2, 2012 irrevocability date are those Mail Handlers who have completed and timely submitted the required documents to exercise their optional retirement, or who have elected to resign from the Postal Service in return for the retirement incentive payments; those two categories of Mail Handlers may revoke their decision by submitting a notice of withdrawal, in writing, up to the close of business on the effective date of their retirement or resignation, which could be on or before August 31, 2012.

Stated another way, the deadline by which all interested and eligible full-time Mail Handlers must have notified HRSSC of their decision to participate in the One-Time Retirement Incentive offer was July 2, 2012 (this deadline applies to those leaving the USPS either through optional retirement, Voluntary Early Retirement, or through resignation). Once that notification to HRSSC was made, Mail Handlers who elected to retire under the VER were allowed to revoke that decision by notifying HRSSC, in writing, by 8:30 pm (EST) on July 2, 2012. All others who seek to revoke their optional retirement or resignation decision have until the close of business on the effective date of their optional retirement or resignation to revoke their decision.

Please understand that none of the information in this article, or in prior NPMHU publications, should be considered as official retirement advice, and the NPMHU National Office is neither recommending retirement or separation nor assuming any responsibility for decisions that you may make about your retirement or separation from the USPS. We recognize that retirement or separation from the Postal Service is a very personal decision, based on each individual's own finances and circumstances. Therefore, the National Office cannot provide individual retirement advice.



Not covered by the July 2, 2012 irrevocability date are those Mail Handlers who have completed and timely submitted the required documents to exercise their optional retirement, or who have elected to resign from the Postal Service in return for the retirement incentive payments.

Will Congress Act to Preserve the Postal Service?

Postal issues remain at the top of the Congressional agenda, and Congress therefore has an opportunity to help save the Postal Service by acting now to ensure, at least in part, the future success of this crucial component of the American communications system.

When the founding fathers instructed the Congress—during 1787, as part of the U.S. Constitution—to build and to maintain the Post Office, they probably did not envision all of the competing modes of communication that would be developed during the next 225 years, whether the telegraph, the telephone, radio and television, the fax machine, or email and the internet. But the founding fathers understood that the creation and the maintenance of a universal system of communications, easily accessible to all Americans, was a lynchpin of any democratic society.

The key question for Congress during 2012 is whether Members of the House and the Senate understand the historic importance of the Postal Service, and the need to guarantee its vitality for the 21st century. Although many Americans probably think that supporting the future of the Postal Service is an easy vote for an elected representative, the deeply partisan and ultimately hostile environment that has taken over on Capitol Hill has clearly had an adverse impact on how Congress feels about the Postal Service and postal employees. It is worth remembering that postal legislation historically has been passed on a bipartisan basis, and even collective bargaining and the current system of labor relations in the Postal Service usually has been supported by both Democrats and Republicans. Indeed, President Nixon was in office when the Postal Reorganization Act and full-scale bargaining rights were first adopted.

Times certainly have changed. Today, anti-tax Members of Congress use the Postal Service as a scapegoat for the federal budget deficit, even though the Postal Service does not take or use federal tax dollars. Anti-government Members of Congress blame the Postal Service and its unions for recent financial troubles at the USPS, even though the Great Recession of 2008 and the rapid

growth of the internet, email, and other electronic diversion are a major cause of USPS deficits. And anti-union Members of Congress point their fingers at the NPMHU and the other postal unions, even though all of our members and our resources are voluntarily obtained as part of the largest open-shop in the American economy.

Notwithstanding this negative atmosphere, Congress still has a chance to take action that will preserve the Postal Service for many years into the future. On April 25, 2012, the full Senate approved Senate Bill 1789 by a margin of 62 to 37. S. 1789 was a bipartisan bill already approved by a vote of 9-1 by the Senate Committee on Homeland Security and Governmental Affairs. It also was improved on the Senate floor, after a cloture vote passed by a supermajority vote of 74 to 22. Nonetheless, it is not perfect, and remains flawed.

As with many pieces of complex legislation, the substance of S. 1789 includes both provisions that the NPMHU supports and provisions that the NPMHU must oppose. On the positive side of the equation, the bill includes provisions that would do each of the following:

- the bill would return to the Postal Service more than \$11 billion in prior surplus contributions to the Federal Employees Retirement System;
- the bill would substantially reduce the pre-funding requirements that apply to the Retiree Health Benefits Fund, by amortizing the amount owed at 80% over 40 years;
- the bill would allow the Postal Service to downsize further by offering its employees voluntary early retirement incentives of cash or years of service;
- the bill would authorize negotiations over new health benefit programs and new methods of Medicare integration, but those changes could be implemented only if all of the unions agree, and any USPS only health plan would have to provide benefits comparable to the FEHB;
- the bill would maintain certain service standards for a period of at least three years;

- the bill would require at least two more years of study and approval prior to any reduction in mail delivery to five days;
- the bill would require certain procedural steps before the closing or consolidation of a mail processing facility, including a study on potential downsizing rather than closing, a public comment period, and ultimate review by the Postal Regulatory Commission;
- the bill includes a non-binding, sense of the Senate resolution asking the Postal Service not to begin closings and consolidations after May 15, 2012, to allow the House and the full Congress sufficient time to finalize its consideration of this bill;
- the bill would expand access to retail outlets and require adoption of retail service standards and maintenance of community post offices;
- the bill would expand authority for the USPS to provide nonpostal products and services; and
- the bill would limit the compensation and benefits paid to USPS executives.

Unfortunately, the bill has several negative aspects to it, including its refusal to provide more protection to overnight service standards and 6-day delivery requirements, and its harsh and unjustified changes in coverage for federal and postal employees who in the future may be injured and entitled to benefits under the Federal Employees Compensation Act.

The FECA changes were initially introduced by Senator Collins, who has made reform of FECA into a cause from which she apparently will not back down. Her bill, originally the Federal Workers' Compensation Reform Act of 2011, would require a "transition" to regular CSRS or FERS retirement systems for federal and postal employees who receive FECA benefits as a result of workplace injuries after they reach their retirement age under Social Security.

Collins argues that workers who have been permanently disabled by their injuries and who

will never return to work should not be covered indefinitely by FECA, a program that is designed to provide income for workers injured on the job until they recover and return to work. The senator points to hundreds of postal employees over the age of 70 who are still receiving FECA benefits, which are greater than retirement benefits provided by CSRS and FERS.

This aspect of the current legislation, however, is deeply flawed, and is not supported by the NPMHU. It makes no provision for the loss of regular retirement benefits under CSRS and FERS suffered by FECA recipients who are separated from the Postal Service. Remember, injured workers get no years-of-service credit over the period of their injuries once separated from service, and their annuities are based on their high-3 average salaries at the time of their injury, not at the time of regular retirement. Such employees also lose out on overtime, other premium pays, and the ability to work a second job or to earn a post-retirement livelihood from other employment.

This loss of retirement income is made worse for FECA recipients covered by FERS, because those employees are unable to participate in the Thrift Savings Plan or to accrue benefits under Social Security, which together make up a substantial portion of the retirement package earned by FERS employees.

Even with passage by the full Senate, the future of this legislation is far from clear. The House's companion bill—at this point only passed by the House Committee on Oversight and Government Reform—contains wholly unacceptable attacks on the Postal Service and collective bargaining by the NPMHU and other postal unions. These proposals, sponsored by Chairman Daryl Issa, who currently serves as chairman of the House Committee, are a display of partisan ideology over practical solutions. It therefore is not surprising that the House bill is designed to minimize and eventually privatize the Postal Service, while making it into a non-union entity.

“The House bill is a textbook example of bad legislation. Issa and the Republicans are trying to destroy collective bargaining for postal unions,” said National President John F. Hegarty.

There is no doubt that Issa rigidly adheres to a right-wing, partisan ideology, which aims to decrease the size of government by strangling the Postal Service. Rather than creating jobs, which the nation needs, Issa sees his role as putting up to 100,000 postal workers out of a job. Indeed, Issa has made clear that ultimately he wants to reduce the USPS by more than 200,000 employees.

So now the House must decide how it will respond to the passage of the Senate Bill. The NPMHU leadership and legislative department will continue to dissect and analyze the modified version of S. 1789, as adopted, and will continue to lobby members of the House to reject or significantly amend the components of H.R. 2309, all with the goal of promoting the provisions that serve the best interests of the NPMHU membership,



House Republicans Vote to Increase Pension Costs on Federal/Postal Employees

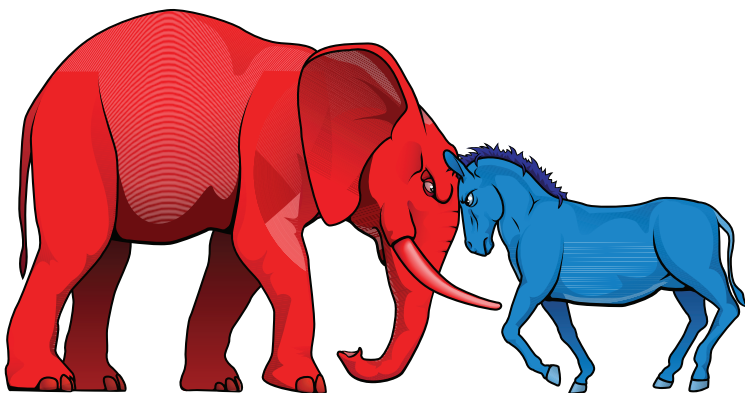
Following strict party lines, 218 Republicans in the House of Representatives voted in early May to pass H.R. 5652—the 2012 Sequester Replacement Reconciliation Act, which includes provisions that, if enacted into law, would impose an additional five percent payroll tax on postal/federal employees' retirement contributions. The final vote was 218-199, with all Democrats—joined by 16 Republicans—voting against.

The bill faces opposition by Senate Majority Leader Harry Reid (D-NV) and the entire Democratic-controlled Senate. Reid has shown no inclination to take up the House measure.

If passed, the increased contribution would be phased in over five years, first taking effect in January 2013. There would be no corresponding increase in retirement benefits.

“Another day, another Republican-led attack on postal and federal employees,” noted National President John F. Hegarty. “The NPMHU will continue to fight each and every one of these attacks, particularly in light of the tax reductions given to the wealthy 1%.”

Promoted by Representatives Darrell Issa (R-CA) and Paul Ryan (R-WI), the tax comes on the heels of increases already slated for new employees hired beginning January 1, 2012. It is estimated that, if enacted, this bill imposing an additional 5% contribution on employees would reduce take-home pay by more than \$200 each and every month for a mail handler who earns \$50,000 a year. The bill also would have other draconian results, as it would leave an estimated 1.8 million Americans without food stamps, cut Medicare by \$22.7 billion, and stop a program that helps homeowners facing foreclosure.



MAKE YOUR VOICE HEARD! REGISTER TO



VOTE

The NPMHU is constantly fighting for you and your family on Capitol Hill, in Washington, DC, where decisions are being made that directly affect your retirement, your health insurance, your life insurance, your safety and health, and even your pay. The Union must convince lawmakers to support our efforts to protect those important benefits.

That is why voting is so important. As we have seen in prior elections, it takes just a few votes to make a difference between electing a President or other representatives who understand what's important to mail handlers and those who want to destroy or reduce what you have earned through hard work.

Members often ask, "why should I vote? My vote never really matters." Many non-voters do not think that voting will change their lives for the better. But that is simply false. It is false for all workers, but it is especially false for mail handlers. Because you are a postal employee, your pay and benefits are directly tied to the actions taken by your representatives in Congress and the President. Need convincing? Just look at some of the more onerous legislative recommendations currently being considered by the Congress.

If you need a voter registration card, they are easily obtainable at your local library, or at your board of elections. Most states allow its citizens to initiate voter register online, or through the mail. Registering to vote is easy. You can only elect responsible leaders if you cast your vote, and you can only cast that vote if you are registered. You have a voice. Make it heard. Register and VOTE!



MAIL HANDLERS in Portland, Oregon for

Planning is well underway for the 2012 National Convention, which is scheduled to take place at the Portland Hilton Hotel in Portland, Oregon during the week of August 6, 2012. Nearly 300 Mail Handlers from across the country, who were elected by the Mail Handlers in their respective Local Unions, will serve as delegates, and will help to set the agenda of the Union for the next four years. In recognition of our centennial celebration, the theme for our 2012 convention is **Honor the Past, Shape the Future**. The delegates will take time to honor the many accomplishments of those Mail Handlers who struggled before us, and will share thoughts and debate ideas on the National Postal Mail Handlers Union's way forward in these difficult economic and political times.

Throughout the summer, committees appointed by National President John Hegarty have met to review and establish a full agenda for the 2012 Convention, including possible constitutional amendments and resolutions that may be submitted for consideration by the delegates. In addition to the traditional Constitution and Resolution Committees—and in recognition of the increasing role that the NPMHU has played in ongoing legislative issues on Capitol Hill—President Hegarty has once again empanelled a Legislative Committee to review and recommend the adoption of resolutions concerning legislative and political matters.

Proposed Constitutional Amendments

As set forth in Article XII of the National Union Constitution, the delegates to the 2012 National Convention will consider and vote upon amendments to both the NPMHU National Constitution and the Uniform Local Union Constitution that governs all Local Unions affiliated with the NPMHU. As stated in Article XII, Section 10 (as amended by the delegates to the 2008 Convention):

For proposed amendments to this Constitution to be considered by a National Convention, such amendments must be submitted in writing by Delegates, Local Unions or other sub-

ordinate bodies in good standing, or regular members in good standing to the National President no later than sixty (60) days prior to the opening of the National Convention.

All of the proposed amendments have now been considered by the Constitution Committee, which has developed its recommendations to the National Convention.

Proposed Resolutions

In addition, the current National Constitution also sets forth the governing procedure for the consideration of resolutions, whether related to legislation or other topics of interest to Mail Handlers. In particular, Article XII, Section 15 provides as follows:

Resolutions submitted for consideration of the National Convention must be received by the National President no later than sixty (60) days prior to the opening date of the National Convention. Such resolutions shall be referred to the Committee on Resolutions for consideration and recommendation to the Convention delegates for adoption, modification, or rejection thereof.

Both the Legislative and Political Committee and the Resolutions Committee have now met, and have each developed a series of resolutions for consideration by the delegates at the August Convention.

The Convention Planning Team at the National Office has been working hard, attending to the countless details associated with presenting this major conference. All of the attendees to this Convention will have the opportunity to learn about and share in the rich 100-year history of our great union. And the delegates also will have the opportunity to set the course as the National Postal Mail Handlers Union embarks upon its next century with pride and solidarity.

Convention Committees



Madelyn Puricelli,

CREDENTIALS:

Madelyn Puricelli, Local 320,
Chairperson

Ronnie Sanders, Local 317

Tim Grilz, Local 327

Bob Blum, Local 300

Lisa Greer, Local 310

Anthony Coleman, Local 302

Joe Boston, Local 306

Bob Broxton, Local 301

Ed Flagg, Local 321



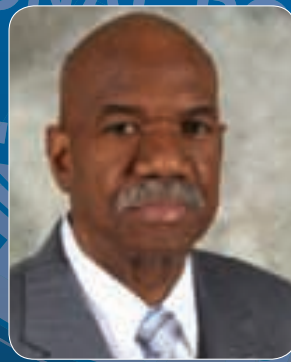
TO CONVENE Centennial Convention



Sam D'Ambrosio

CONSTITUTION:

Sam D'Ambrosio, Local 322, National Executive Board, Chairperson
Woody Hendrickson, Local 332
Don Sneesby, Local 316
David Wilkin, Local 309
Pervous "Andy" Badilishamwalimu, Local 310
Julio Figueroa, Local 313
Kevin Fletcher, Local 305
Jeff Larsen, Local 323
Beverly Henderson, Local 297
Rita Tripp, Local 307
Neil Ryan, Local 301



Jeff Peppers

RESOLUTIONS:

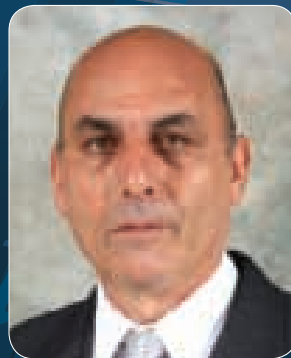
Jeff Peppers, Local 306, National Executive Board, Chairperson
Eddie Cowan, Local 303
John Gibson, Local 308
Ernie Grijalva, Local 302
Nick Mosezar, Local 318
James Haggarty, Local 307
Steve Taylor, Local 312
Don Gonzales, Local 321
Joyce Weber, Local 318
Tom Mullahey, Local 300
Debbie Retter, Local 316



Rudy Santos

LEGISLATIVE & POLITICAL:

Rudy Santos, Local 320, National Executive Board, Chairperson
John Szewczyk, Local 322
Todd Larson, Local 328
David Jarvis, Local 315
Larry Gibson, Local 311
Clyde Patterson, Local 304
Arthur Perry, Local 334
Cindy Hoehl-Rinker, Local 321
Bob Griffith, Local 330
John Savala, Local 297



Paul Hogrogian

RULES:

Paul Hogrogian, Local 300, National Executive Board, Chairperson
Bruce Z. Miller, National Executive Board
Jason Adachi, Local 299
Michael McIntyre, Local 322
Jim Rosso, Local 319
Anthony Davis, Local 314
Linda Lewis, Local 311
Juanita Contreras, Local 302
J.R. Macon, Local 329
Earnest Wallace, Local 325
Dan Riemann, Local 324



June Harris

ELECTION:

June Harris, Local 306, Chairperson
Randy Krueger, Local 333,
Zeke Moreno, Local 331

REPORT FROM THE COMMITTEE ON THE FUTURE

The Committee on the Future of the National Postal Mail Handlers Union, first created by the National Executive Board in 1996, engages in long-range planning and strategic thinking on behalf of the Union and all Mail Handlers employed by the U.S. Postal Service. With recent events, and the seemingly continuous debate in Washington, DC and in the press about the future of the Postal Service, many of the key issues now faced by the NPMHU are also at the heart of the agenda of the Committee.

For sixteen years, the Committee has focused on a wide-ranging agenda that includes key issues facing the NPMHU: privatization of the Postal Service; the NPMHU's legislative relations program; USPS automation and other technological changes; financial planning; and membership recruitment. The Committee members attending the February 2012 meeting included all members of the NEB and Local Union Presidents Ernie Grijalva of Local 302, Steve Taylor of Local 312, Anthony Davis of Local 314, Nick Mosezar of Local 318, and then Local 301 President Tim Dwyer (who has since left that position to join the NPMHU Contract Administration Department (CAD) staff at the National Office).

At its meeting in February 2012, the Committee focused on two separate, but intimately related, issues:

first, the Postal Service's plans for closing and consolidating hundreds of mail processing facilities; and second, the ongoing debate in the U.S. Congress and before the Postal Regulatory Commission about the financial future of the Postal Service and possible changes to the USPS service standards.

USPS Closings and Consolidations

The first day of the Committee's prescheduled meeting happened to fall on the same day that the Postal Service announced the mail processing facilities that it intends to close or consolidate after the May 15, 2012 expiration of the current moratorium on such actions. Last September, the Postal Service listed over 250 facilities that would be studied for possible closing or consolidation. Since then, for almost 200 of these facilities, public hearings were held to seek public input. It appears, however, that the Postal Service largely ignored the pleas of the employees, the customers, the politicians, and the ordinary citizens who tried to argue at those hearings and by other means that specific closings or consolidations were not justified. Thus, when announcing its most recent list, the Postal Service disapproved closing or consolidating only 35 of the facilities being studied, and announced that approximately 225 mail processing facilities, large and

small, would be closed or consolidated during the coming months.

More specifically, there are approximately twenty-five mail processing facilities selected for closing or consolidation at which more than 100 Mail Handlers currently work, another thirty facilities with less than 100 but more than 50 Mail Handlers, and approximately 100 other facilities with less than 50 Mail Handlers working (leaving about 50 facilities without any Mail Handlers also affected by the final decisions on closings and consolidations). A complete copy of the list was reprinted in the March 2012 CAD Report.

It bears noting that the closing/consolidation of approximately 35 of the studied facilities was disapproved, at least at this time, and these facilities have approximately 3,500 Mail Handlers working at them. In order of Mail Handler complement, these facilities include the following installations with more than 100 Mail Handlers:

Cincinnati P&DC – 367 MHs;
Boston P&DC – 347 MHs
Metro NY L&DC – 327 MHs
South Jersey P&DC – 305 MHs;
Detroit P&DC – 253 MHs;
San Bernardino P&DC – 203 MHs
Irving Park Rd P&DC – 199 MHs
Memphis P&DC – 182 MHs;
Nashua L&DC – 174 MHs;
Manchester P&DC – 136 MHs;
Western Nassau P&DC – 115 MHs;
Fort Myers P&DC – 105 MHs.

Also, certain facilities with less than 100 Mail Handlers that also were being studied will not be closed or consolidated, at least at the present time, and these include the following:

Orlando, FL
Fayetteville, AR
DMDU Cantano PR Annex
Reno, NV
Albuquerque, NM
Mount Hood, OR
Champaign, IL
Mobile, AL
Cedar Rapids, IA
Burlington, VT
New Castle, PA
Waterloo, IA
Beaumont, TX
Little Rock, AR Annex
Austin, TX Annex
McAllen, TX
Seattle, WA DDC
Rapid City, SD
Grand Forks, ND
Missoula, MT.

At this point, the Committee understands that the focus must be on facilities that are slated for closing or for consolidation, and on taking all legal, contractual, and practical steps that may be available to reduce the number of these changes, and to limit the adverse impact from the excessing that necessarily results from such dislocations. [On May 17, 2012 the USPS announced its amended plant closure and consolidation plan; the full details of that plan are available for

COTF

review on the NPMHU website at www.npmhu.org.]

The Committee discussed ways of dealing with these issues, at the Local, Regional, and National levels, and many of those discussions and strategies were reflected in detailed presentations during the March 2012 Semi-Annual Meeting of the Local Unions.

Postal Finances

Turning to the economic status of the USPS, the current state of USPS finances remains extremely poor. Last year, which was Fiscal Year 2011 ending on September 30, 2011, the USPS end of year deficit was over \$10 billion, and only half of that deficit was attributable to the pre-funding requirements of the Retiree Health Benefits Fund (RHBF). Based on the first few months of Fiscal Year 2012, the Postal Service is projecting a similarly large loss this year as well. Thus, even if Congress were to provide complete financial relief against the \$5.5 billion payment now due each year to the RHBF (which payments are not being made, and which payments the USPS does not expect to be able to pay), the projected deficits would continue to be unsustainable for an institution that has little remaining borrowing authority.

The principal cause of these deficits, of course, has been a sustained drop in the volume of first-class mail, caused by the combination of electronic diversion and the economic recession that started in 2008. Generating new revenue, or at least stopping the decline in revenue, is central to the contin-

ued operations of the Postal Service over the coming years.

At the same time, because of the Postal Service's economic losses, it is clear that some downsizing of the Postal Service and its workforce are inevitable. The NPMHU and its Locals have been losing members, and without any USPS hiring, those trends will continue. Thus, at precisely the time when the Union must marshal its resources to protect its members because of massive closings and consolidations, the financial resources of the Union are becoming more limited. The Committee discussed the practical impact of these trends, emphasizing the need to continue organizing new members, especially among current postal employees who are being reassigned or transferred into the Mail Handler craft.

If there is a long-term and sustainable solution to these issues, it necessarily will involve Congressional action. And thus, the Committee turned its discussions to the legislative arena. Legislative and Political Director Bob Losi and Senior Legislative Advisor Roger Blacklow presented the Committee with an updated report.

On the Legislative and Political Fronts

There currently are nearly 30 bills dealing with postal issues and the USPS pending in Congress. But the Committee's attention was focused on the bills that apparently are most likely to receive Congressional attention. Those bills will affect FERS, CSRS, FECA, the structure of the USPS, and collective bargaining. In the Senate, they include

S. 353, S. 1010 and S. 1789. In the House, the key bills are H.R. 1351 and H.R. 2309. Particular mention was made of Sen. Bernie Sanders (I-VT), who has taken the lead in the Senate to improve and re-fashion the current version of S. 1789, a bipartisan bill that was adopted by the Senate Committee under the auspices of Senators Lieberman, Carper, Collins, and Brown. [A modified Senate Bill 1789 was passed in that chamber in late April of this year; as of this writing the House of Representatives has yet to move a postal bill for a vote by the full House.]

Also discussed were H.R. 3813 and its offspring H.R. 3630, which found their way into the bill that extended the "Payroll Deduction/Unemployment Insurance" legislation in February. This legislation will increase the amount of money that new federal and postal employees will have to pay into FERS. Much worse legislation affecting current employees was avoided, with the help of other federal and postal organizations, LIUNA, and the AFL-CIO. Details on the House and Senate bills are available on the Union website, www.npmhu.org, or on the Library of Congress website at thomas.loc.gov. (Also discussed by the Committee were the recently released Obama budget blueprint and the positive effect of the Obama Administration's new appointments to the National Labor Relations Board.)

Considerable discussion ensued on these bills, and their relationship to the lobbying strategy that needs to be employed now that the USPS has released its list of facilities

to be closed or consolidated. For many Senators and Representatives, the link has been made between the closing of processing plants, the proposed reduction in service standards, and the financial condition of the Postal Service. Now that the targeted facilities have been named, the situation becomes much more tangible to all Members of Congress. For many Members, the timing of these closures could make their re-election chances in 2012 much more problematic.

Finally, the Committee also discussed American politics and the upcoming Presidential election, including the Republican candidates who are trying to unseat President Obama. Following that Presidential discussion, the Committee was given lists of (a) Senate seats that are either open or have a vulnerable incumbent and (b) similar outlooks for House seats.

There was a brief discussion of state-level activities in Wisconsin, Ohio, and Indiana. The push by right-wing, anti-union forces for "right to work" for less legislation is a threat to all unionists.

The presentation ended with a discussion of the NPMHU PAC, which for the first time may exceed \$200,000 this year. Also mentioned were the September 2011 "Save Our Postal Service" actions, which had a huge effect both on Capitol Hill and in energizing our members. LIUNA has offered to make our issues part of their e-activist alert system. However, more "e-activists" are needed in order to respond to the increasing challenges of pending legislation.

Local 332
President Woody
Hendrickson



National CAD
Representative Michael
Hora discussing the CAD
Department Restructure

Congressman
Bob Filner (D-CA)
delivered a powerful
message at the
SAMLU



Retired Central Region
Director Charles
Reynolds with a final
SAMLU goodbye



National President John Hegarty
addressing Local presidents and
attendees at the SAMLU

Mail Handlers Gather for Meeting of the Local Unions

San Diego, CA

Officers and representatives from nearly every NPMHU Local Union gathered in San Diego, California in early March to participate in the semi-annual meeting of the Local Unions. Also in attendance at this event were members of the National Executive Board, all NPMHU National Office department heads, and personnel from the National and Regional Contract Administration Department.

National President John Hegarty delivered his report to the assembly, which focused primarily on issues related to the ongoing discussions with the Postal Service over the terms of the 2011 National Agreement, including strategies and possible timeframes related to dispute resolution procedures

following the declaration of bargaining impasse by the USPS. To further the discussion at this meeting, Brother Hegarty also provided a lengthy and detailed review of the integral relationship between and among various important factors affecting collective bargaining and postal operations, including: the USPS financial outlook; mail volume and postal revenue trends; proposed changes to postal service standards; proposed closing and consolidation of post offices and mail processing facilities across the country; proposed reduction from six to five day delivery; various legislative issues and the large number of legislative proposals and disputes currently pending in Congress; and issues related to any Voluntary Early Retirement Authority (VERA) that might be

offered by the Postal Service to certain USPS employees.

Following discussion of the issues presented by President Hegarty, National Secretary-Treasurer Gardner provided a detailed presentation and entertained questions and comments on a variety of topics, including: the NPMHU financial statements for the year and quarter ending December 31, 2011; an updated presentation and analysis related to Mail Handler complement, membership trends, and revenue allocation among our Union's affiliated organizations; a review of assistance provided through the NPMHU Arthur S. Vallone Scholarship Program; and a review of details and logistics related to the upcoming NPMHU 2012 National Convention.

The attendees then heard remarks from Terry O'Sullivan, General President of the NPMHU's parent union, the Laborers' International Union of North America (LIUNA), who provided a brief report on the state of LIUNA. He then delivered an inspirational message motivating all Mail Handlers to remain engaged in the 2012 Presidential and Congressional elections, and for all NPMHU representatives and members to do everything in their power to ensure maximum voter turnout in support of all union and worker-friendly candidates.

U.S. Congressman Bob Filner (D-CA) also addressed the assembly, and provided his strong message of support for the struggles in which working class Americans currently find themselves. In



(l-r) Central Region Vice
President and Local 306
President Jefferson Peppers
III, Recently Retired Central
Region Secretary Margaret
Boyd, National President
John Hegarty

Local 300 Vice
President Robert Blum



Local 325 President
Earnest Wallace
and Local 310
President Andy
Badilishamwalimu
zoning in on the
discussion at the
SAMLU



(l-r) Local
317 President
Ronnie Sanders
and Local 330
President Robert
Griffith focusing
on the meeting.



National CAD
Representative
Michael Hora



Regional
Representative
Tom Ruther

SAMLU
attendees
focused
on the
proceedings





Local 302 San Francisco Branch President Gregory Montes



(l-r) Eastern Region Vice President and National Trainer Sam D'Ambrosio, Southern Region Vice President Bruce Z. Miller

Retiring National CAD Representative Dallas Jones



National Secretary-Treasurer Mark A. Gardner



Local presidents engaged in the proceedings



National CAD Manager Bill Flynn delivers the CAD Report



Local 297 President Beverly Henderson

particular, Congressman Filner expressed his full and unequivocal support for pending legislation that will relieve the Postal Service of its unfair Retiree Health Benefits funding obligation, and for other legislative initiatives that would help prevent the piecemeal dismantling of the USPS currently being pursued by postal management and some right wing members in the U.S. Congress.

The attendees heard reports from NPMHU Legislative and Political Director Bob Losi and Senior Legislative Advisor Roger Blacklow on various important legislative and political efforts, followed by a comprehensive report and discussion from Coventry Manager of National Accounts Brad Corban on the status

of the Mail Handlers Benefit Plan (MHBP).

Contract Administration Department Manager Bill Flynn then provided a full report on the activities of the Contract Administration Department since the last meeting of the Local Unions. As part of the CAD Report, National CAD Representative Michael Hora provided the attendees with an update regarding the ongoing restructuring of the NPMHU CAD operations. The new structure is scheduled to be fully implemented by the fall of this year, at which point all NPMHU Step 3 appeals will be processed out of either the NPMHU National Headquarters or out of the newly named Denver CAD Field Office. Brother Hora's report included an overview of the scheduled tim-

ing for transition of Step 3 appeals to this new structure, as well as a review of other important logistics involved in this project.

Eastern Regional Vice President D'Ambrosio then took the podium to lead two discussions, first on activities of the NPMHU/USPS Article 12 Task Force, followed by an update on activities related to the NPMHU/USPS joint Task Force on Discipline. As a subset of the Task Force on Discipline, Local 301 (New England states) President Tim Dwyer delivered a progress report on the Modified Arbitration Process (MAP) pilot program, which has now been implemented, on a voluntary basis, in several NPMHU Local Unions.

The third and final day of the meeting consisted of a lengthy

and comprehensive Article 12 workshop, which was delivered by Eastern Region Vice President and National Shop Steward Trainer Sam D'Ambrosio and Northeastern Region Vice President and Local 300 President Paul Hogrogian. This workshop delved into the details of the provisions of our National Agreement covering countless issues that have and will continue to come into play as the USPS moves forward with its plans to close and consolidate more than two hundred of its mail processing facilities.

The meeting and workshop were both well-received and successful, and resulted in a lively exchange of opinions and ideas as to how best represent all Mail Handlers during these difficult and challenging times.

Saturday Article 12 Training



Local 321 President Don Gonzales



Eastern Region Vice President and National Trainer Sam D'Ambrosio presenting at Saturday's Article 12 Training

NPMHU Local Leaders at the microphone during Saturday's Article 12 Training; Local 307 Michigan SEBM Rita Tripp making a point at the mic



Northeastern Vice President and Local 300 President Paul Hogrogian presenting at Saturday's Article 12 Training

Local Leaders focus on the proceedings



Local 315 President David Jarvis at the Mic



Saturday's Article 12 Training geared the SAMLU into a heavy question and answer period; Local 313 President Julio Figueroa asking a question





NPMHU PAC

2011 CONTRIBUTORS

The National Postal Mail Handlers Union Political Action Committee (NPMHU PAC) contributes to campaigns of candidates for and incumbents of Congress who repeatedly demonstrate “concern for working people and for [the] aims and objectives of the NPMHU and the entire trade union movement.” **The PAC is non-partisan in its operations**, and, by federal law, is financed completely through voluntary contributions from members and groups who subscribe to the objectives of the Mail Handlers PAC.

Your Union needs your active involvement in contributing to the Political Action Committee to assist candidates who will work to protect the wages and benefits of all Mail Handlers.

Our PAC membership is small but growing larger. Below is a list of the 2011 contributors to the NPMHU Political Action Committee. It is an honor roll of members who have contributed to the growing political power of your Union.

PAC CONTRIBUTIONS FOR 2011

Membership Level: MEMBERS contributed at least \$26 last year

Local	Name	Local	Name	Local	Name	Local	Name
297	Edwin W. Bland Jr.	303	Sirena G. Sanchez	311	L. E. Correa-Montalvo	321	Diana L. Leyba
299	Larry M. Chun	304	James P. Bell	311	Terry A. Ford	321	Michael A. Mahaffey
299	Sakae Fujimoto	304	Larry J. Ricker	311	Yolanda J. Jackson	321	Roberto E. Salazar
299	M. E. Hagiwara	304	Otis J. Sturdivant	311	Danny R. Perry	321	Oscar L. Santillano
299	Ken K. Takushi	305	Dunleigh Y. Cardin	311	L. Simmons	321	Dannis J. Thomas
300	John C. Aiken	305	Jacqueline Esposito	311	F. J. Walton	322	Kelley A. Dickey
300	Bernice T. Buckhanon	306	Finnis E. Carter Jr.	311	Abdul Rasheed Wisenhunt	322	Charles P. Papson
300	Minerva Fuentes	306	Shirley A. Croom	312	Alfred P. Babin Jr.	323	Gary C. Tollefsrud
300	Vincent J. Gigantino	306	Laura A. Demby	312	Troy L. Davis	325	Earnest E. Wallace
301	William D. Bolduc	306	Cleveland Giles Jr.	312	Vanessa H. Emery	329	Charles E. Reynolds
301	Paul J. Boss	306	Sharifa T. Knowles	312	Troy N. Gallet	331	Ezequiel A. Moreno
301	Kathy L. Cunningham	306	Valerie S. Leach	312	Patrice Jinkens	332	Robert J. Greenwell
301	Philip J. Devlin Jr.	306	Larry L. Long	312	Terry T. Leban	332	Matthew A. Stevens
301	Debra M. Houghton	306	Helen M. Rohan	312	Gary S. Moore	333	Barry L. Adair
301	E. D. Kimball	308	James R. Griffey	312	Stephen L. Taylor	333	Jeanne M. Butler
301	Thomas S. Kondroski	308	F. L. Orzech Jr.	314	Douglas D. Adkins	333	Wayne A. Coe
301	C. J. Marrero	308	R. L. Sweetman	314	Anthony D. Davis	333	S. M. Cowman
301	Richard A. McDonnell	308	T. M. Toombs	315	Jon D. Claney	333	Dave M. Current
301	Scott P. McEnaney	309	Richard A. Andressi	316	James Divens Jr.	333	Steven W. Downs
301	B. S. Meehan	309	Brenda L. Eschrich	316	Brian K. Yang	333	Bernal Gutierrez
301	Steven J. Punzo	309	Marcus A. Iwanitzki	317	Jessie J. Leonard	333	M. A. Hernandez-Gomez
301	James M. Roche	309	Stephen R. Martin	317	James W. Steber	333	Lee M. Kessler
301	Connie E. Salvatore	309	Gregory A. Murzynski	318	Civi M. Burgess	333	V. L. Mann
302	Edward J. Alcantar	309	Robert C. Phillips	318	Daniel Diaz	333	B. Z. Ngia
302	James C. Carlson	309	Donald C. Slate Jr.	318	Nicholas G. Mosezar	333	Dino P. Proctor
302	Dwight E. Parker	309	Jerry Smith Jr.	318	Mahurley F. Preston	333	Roger K. Veerhusen
302	Kimberly R. Rojas	309	James R. Williams	318	Santo Romano	333	G. L. West
302	Brian D. Sheehan	309	Steven W. Young	320	James R. Vasquez	333	Steven J. Wolfe
302	Lynan L. Washington	310	Stacey L. Gillespie	321	Ernie L. Belo	333	Charles L. Wood
303	Charles A. Burks	310	Ulysses J. Rollins	321	Patrick J. Bond		
303	Richard J. Castro	310	Kenneth Watson	321	Richard L. Eckhart		
303	Wendell L. Jackson	311	Ronald C. Benskin	321	Jon F. Krecker		

Membership Level: SPONSORS contributed at least \$52 last year

Local	Name	Local	Name	Local	Name	Local	Name
297	Timothy D. Culp	301	Keith E. Vincent	309	Chris J. DiMaggio	321	Errol A. Wilson
297	Joseph C. Denner	301	Mark J. West Jr.	309	Rick D. Frantz	322	Samuel C. D'Ambrosio
299	Ernest J. Knight	301	Suzanne M. Witts	309	Gary S. Gove	323	Matt P. Lopez
299	Eldalyn U. Yadao	302	Juanita M. Contreras	309	Douglas S. Heyden Sr.	323	Michael D. May
300	Mille Diaz	302	Paula M. Ward	309	Michael J. Knapik	323	T. J. Swerdlick
300	Spencer M. Elfenbaum	303	Sarah A. Freed	309	R. P. Law	324	Joe D. Impson
300	Michael K. Jacobus	303	Juliet M. Schnyder	309	Charles A. Wentworth	325	Tarus L. Esco-Cole
300	Marcenia Y. Johnson	303	Vida S. Sloan	310	Adrien G. Rameau	327	Derek C. Mullenberg
300	Lucy Lombardo	304	Elizabeth Lyons	310	Gary B. Reid	327	Michael J. Pickett
300	Matthew J. McDonald	304	Daniel Scott	311	Jack R. Bell Jr.	328	Larry A. Karsten
300	Jose I. Melendez	304	Fred D. Topping	311	Kenneth B. McFarland	328	Todd P. Larson
300	Steve M. Morrow	305	Randell P. Coffman Sr.	312	Alice A. Bingham	328	P. J. Yetter
300	Gilbert S. Stevens Jr.	305	Donald W. Diggs	315	David M. Joyce	329	Ben J. Edwards
300	Trevor S. Stuart	305	C. Y. Johnson	315	James J. Kline	329	Samuel M. Owens Jr.
300	Charsesa L. Tevenal	305	Jose M. Pena	316	Thomas E. Bilodeau	331	William R. Curtis
300	Juanita Villanueva	305	E. R. Sawyer Jr.	316	D. E. Grether	331	Martin J. Lucero
301	Craig L. Adams	305	Brenda T. Vass	316	Roger A. Hogue	333	Robert J. Allen
301	George E. Buckley	305	Ralph D. Wheeler Jr.	316	D. Y. Seuk	333	Cameron E. Barnes
301	Mark P. Buckley	306	Anita M. Hatcher	316	Terry A. Sluciak	333	Martin L. Bennett
301	Paul A. Bureau	306	Timothy A. McKenna	318	Robert C. Borges	333	Joyce M. Brennan
301	Cindy J. DePietro	308	Samuel W. Baum	318	Ben H. Martin	333	John K. Gallagher
301	Joseph P. Fallis	308	Martin D'Autrechy	320	Debra A. Browning	333	Edna G. Grayson
301	R. Figueroa	308	Sandra L. Dudley	320	Robert M. Tallent	333	David M. Henninger
301	Thomas M. Hackett	308	William F. Finley	321	Phillip W. Armendarez	333	Robert P. Howe
301	George S. Janakas	308	Douglas J. Hilbert	321	Louis A. Crew	333	Will C. Prien
301	Michael R. Normandin	308	Keith W. Johnston	321	John E. Keough	333	J. W. Reese
301	Patrick T. O'Rourke	308	Jeanette M. Lanza	321	Richard J. Lairscey	333	M. A. Rolniak
301	Donald J. Perreault	308	Louis J. Morrone Jr.	321	Mark W. Lofthouse	334	Anthony D. Shell
301	Donald T. Pilatsky	308	Joseph C. Zelenenki	321	Andrew M. Lovato		
301	Lawrence Varga	309	James A. Colling	321	William R. Scroggin		

Membership Level: ACTIVISTS contributed at least \$100 last year

Local	Name	Local	Name	Local	Name	Local	Name
297	Daniel J. Appelhanz	300	Vinnie J. Sapone	302	Charles C. Blalock	304	Rondal E. Pitcock
297	Dennis L. Joyce	300	Steven Schiff	302	Helen M. Cerda	305	Harvey F. Blaebaum Jr.
297	Ricky G. Western	300	Glen R. Skinner	302	Anthony R. Coleman	305	David G. Cocke
299	Jason H. Adachi	300	Andre M. Spence	302	Dean A. DeLuna	305	Joseph C. Harrigan
299	Samuel D. Bagay Jr.	301	John M. Bessette	302	Kimberly A. Garcia	305	T. J. McAdam
299	Jose M. Bautista Jr.	301	Ralph A. Capaldi	302	Marcia M. Guaman	305	Michael Rose
299	Rey A. Devera	301	William W. Creamer Jr.	302	Tim S. Hammond	305	Byron B. Scott Jr.
299	Albert E. Eismont	301	Frank J. Deltoro	302	Elizabeth A. Karolyi	306	EvaMarie Acox-Bouie
299	Ronald K. Fisher	301	Patrick J. Doucette	302	Vernon R. Long	306	George E. Cantrell
299	Kathy A. Hanson	301	Mark P. Fabrizio	302	Fernando Matta	306	Richard L. Coleman
299	Alan Y. Lum	301	Robert J. Fisher	302	Liberty Velasco	306	James J. Errera
299	Adam Quiles Jr.	301	Kevin H. Germino	303	David E. Castillo	306	Deborah A. Gibbons
299	Edel Rodriguez-Morales	301	Robert M. Goggin	303	Martha J. Felix	306	Vincent L. Gross
299	Joseph P. Soberick	301	Frederick S. Hickey	303	Terry R. Hatley	306	Michael H. McKinney
299	Kenneth K. Takushi	301	Allen R. Lecours	303	Daniel A. Ortega	306	Carolyn A. Pignato
300	Ray Bermudez	301	Marci K. Letourneau	303	Robert L. Smith	306	Curt A. Przyborowski
300	Peter H. Bilotta	301	Robert M. McKinney	303	John A. Stewart	306	James B. Watts Jr.
300	Joseph L. Blanco	301	Thomas S. Placzek	303	Phillip L. Tyson	307	Virginia R. Szugyi
300	Dawn M. Licata	301	Vincent P. Raillo	304	Kenneth W. Altman	308	Steven M. Bahrle
300	Alfred J. Lombardi	301	Raymond M. Sokolowski	304	James A. Clark Jr.	308	Charles R. DeCarlo
300	Joseph A. Palau	301	John M. Such	304	P. M. Kuminecz	308	Jeanne Gladilina
300	Andrew P. Piacente	301	Victorino D. Tiongson Jr.	304	Timothy J. Manning	308	Robert A. Glycener

Membership Level: ACTIVISTS contributed at least \$100 last year

Local	Name	Local	Name	Local	Name	Local	Name
308	Michael V. Mohan	314	Shawn C. Patrick	320	Shawn C. Garey	333	Tiffany L. Campbell-Spears
308	Shelby J. Root	315	Joseph L. Brandner	320	Bernard Gonzalez	333	Gary L. Elliston
308	J. F. Scott	315	Katherine J. Defoe	320	Steven T. Montgomery	333	T. M. Flores
308	Garry L. Simmons	315	Colin M. Moore	320	Donald L. Thompson	333	William R. Fowler
308	Kevin D. Zotter	315	Kevin A. Parsons	321	Jerry K. Barriault	333	David W. Freeman
309	Robert E. Albright Jr.	315	Gregory W. Stark	321	D. R. Hermosillo	333	John W. Haus Jr.
309	James J. Ditchfield	315	Lauren I. White	321	John M. Meding	333	Kenny A. Hepker
309	Timothy T. Dubois	316	G. Branch	321	Jeffrey K. Morgan	333	C. J. Hildreth
309	Paul R. Forshey	316	Roberto Garza	321	Carl J. Pacileo	333	Larry L. Humeston
309	Bruce W. Hall	316	Leon P. Herrera	322	James H. Lubbert	333	Brian D. King
309	Edward J. Hamlin	316	David K. Hudson	323	Dean M. Abatte	333	Gregory F. Knuth
309	Brian J. Hurd	316	Gary W. Kalich	323	Michael R. Straiton	333	M. M. Kucinski
309	Wayne A. Morris	316	Tim E. Knight	323	Keith C. Unterseher	333	Charles J. Loftus
309	Raymond G. Morrison	316	John R. Libert	324	Michael C. Brown	333	Vern G. Millsap
309	Christopher M. Rine	316	J. C. Luke	324	Stephen Ikley	333	Francis N. Montgomery
309	Terry L. Rogan	316	Johnny L. McKissick	327	Larry D. Burk	333	Cozetta Nelson
309	Lori M. Sabatino	316	J. D. Nabors	327	Brock A. Isakson	333	Benjamin R. Nicks
310	Troas N. Boyd	316	Petra Rezac	328	Arlan D. Smedsrud	333	T. A. Perrigo
310	Keith R. Charlton	316	Chris Rios	329	John R. Macon	333	C. A. Rumohr
310	Michael A. Dickhute	316	Salvatore P. Schillaci	331	Daniel K. Barnaby	333	Brian S. Sandberg
310	Charles J. Franklin Jr.	316	Monica J. Taylor	331	Lloyd C. Johnson	333	Pam S. Schlamp
310	Wilmer C. Minniefield	316	John A. Warhol	331	Carol A. Leavitt	333	Dwaynise E. Schoep
310	Rodney Tyus	318	David L. Dean	333	J. L. Anucik	333	Victor B. Smith
311	Bobby R. Levels	318	Dina D. Flores-Staniec	333	C. L. Bargman	333	Michael S. Smith
311	Linda Lewis	318	Gary S. Jones	333	Marvin R. Bennett	333	D. M. Stacey
311	Bridget P. Lightbourne	318	Thomas M. Staniec	333	James L. Bonney	333	Bernard A. Taylor
312	Lendarnell Moses	318	Joyce R. Weber	333	Wayne P. Burch	333	Noah Giebel
314	Ray Brown III	320	David Cano	333	C. A. Burk		

Membership Level: LEADERS contributed at least \$250 last year

Local	Name	Local	Name	Local	Name	Local	Name
297	Chris D. Bentley	301	Geoff Henderson	308	S. B. Newman	316	Gene D. Rezac
297	Derek D. Bryant	301	Charles A. Masterson II	308	Michael E. Rembelinksky	316	Mark N. Sagatu
297	Van A. Greathouse	301	Vinod R. Patel	308	Francis X. Scott	319	James P. Rosso
297	William J. Staab Jr.	301	Ronald R. Revoir	308	Mildred K. Wagner	320	Darren A. Dankert
299	Douglas C. Hoomalu	301	Daniel W. St Marie	309	Daniel J. Cornish	320	Anthony J. Francisco
300	Robert D. Blum	302	Kent A. Dlugokenski	309	John A. Esterdahl	320	Jorge Hernandez
300	Richard Couvertier	302	Ernest J. Grijalva	309	B. A. Fye	321	Edward H. Flagg
300	George J. Cuff	303	Linda D. Beckton	309	Jeffrey G. Heintzleman	321	Donald R. Gonzales
300	Wilfredo Delgado	303	Eric B. Schneider	309	Lisa M. McDonell	321	Edward E. Oliver
300	Charles F. Gerhard	303	Juan O. Torres	309	Joyce A. Miskell	321	Lloyd E. Pugh
300	Charles E. Hanley	304	Randy Bowden	309	Timothy R. Morath	321	J. L. Rose
300	Stanley A. Howard	304	Barry L. Painter	309	Miguel A. Santiago Jr.	322	Timothy A. Parker
300	Thomas J. Hynes III	305	Kevin L. Fletcher	309	Reginald A. Coleman	323	Kathleen J. Schultz
300	Daniel N. Martinelli	305	Robert A. Ricketts	310	Algier L. Johnson	323	Douglas C. Vitek
300	Thomas D. Reid	306	Gerald R. Banks	310	Murphy P. Johnson Jr.	324	Daniel J. Riemann
300	Eric H. Richard	306	Belinda Jackson	311	Yvette M. Luster	325	Joey L. Breland
300	Irene Sanchez	307	Ellen E. Carpenter	314	William M. Sitzes	332	Woodrow D. Hendrickson
301	Scott D. Curtis	307	Rita K. Tripp	314	Raul R. Enriquez Jr.	332	Robert G. McFall
301	Joseph P. Fitzgerald	307	Jeffrey D. Velfling	315	James E. McGrory	333	Adam D. Anderson
301	Evan Gately	308	Audra J. Dobyan	316	Irene M. Lowery	333	Donald L. Bailey Jr.
301	Michael S. Guilfoyle	308	John A. Gibson	316	Gregory A. McGovern	333	Lance S. Brown
301	James A. Hartsell	308	Jerome T. McConomy				

Membership Level: LEADERS contributed at least \$250 last year

Local	Name	Local	Name	Local	Name	Local	Name
333	Michael E. Cornwell	333	Jeffrey L. Marean	333	Duane L. Peterson	333	G. J. Savala
333	Kyle R. Hanks	333	Monica Marshall	333	William C. Reed	333	Michael F. Schwartz
333	S. L. Kingery	333	Frankie B. Micile	333	Mark R. Sanders		
333	Dennis A. Lockridge	333	Jeffrey D. Mount	333	David C. Sapp		

Membership Level: AMBASSADORS contributed at least \$500 last year

Local	Name	Local	Name	Local	Name	Local	Name
297	Nathaniel R. Campbell Jr.	304	Clyde E. Patterson	310	Bruce Z. Miller	320	Laurie A. Hernandez
297	John Savala II	304	Gary M. Stern	310	Marvin A. Parker	320	Susanna L. Paniagua
297	Angela M. Savala-Joyce	304	Dianne Williams	310	Chawanda E. Parson	320	Madelyn E. Puricelli
299	Barry L. Edmonds	305	Thomas J. Branch Jr.	310	Reginald J. Riggins	320	Felipe M. Ruiz
299	Michael K. Nomura	305	Kenneth A. Hayes	310	Samuel L. Rodgers	320	Rodolfo J. Santos
299	Calvin H. Takae	305	Charles R. Manago	310	Joseph D. Sanders	321	Cindy L. Hoehl-Rinker
300	Paul V. Hogrogian	305	Amber R. Slater	310	Stephen D. Sheppard	321	Michael J. Hora
300	Thomas P. Mullahey	306	Ronald L. Cobren Jr.	310	Cynthia A. Smith	321	Zack J. Mischo
300	Charles A. Price Jr.	306	June Harris	310	Antonio Smith	321	Claude L. Ridley
300	Thomas Ruther	306	Jefferson C. Peppers	310	Quinntella K. Smith	321	David E. Ross
300	Kevin P. Tabarus	306	David A. Stenson	310	Carlton D. Stephens	322	Michael McIntyre
300	Donald W. Utz Jr.	307	James L. Haggarty	310	John Stockdale	322	John F. Szewczyk
301	Jeffrey L. Anderson	308	Mark Adamchak	310	Eugene Wesley Jr.	323	Cecilia C. Clouse
301	Edwards C. Barnes	308	Edward T. Gallagher	310	Lynetrice E. Wilkins	323	John M. Gariepy
301	Robert J. Broxton	309	Alex M. Catello	311	Larry D. Gibson	323	Jeffrey H. Larsen
301	Richard B. Collins	309	Keith J. Earll	311	Dallas H. Jones Jr.	324	John R. Whitby
301	Terrence J. Donahue	309	James E. Fye	311	Eileen K. Mills	327	Mark A. Addington
301	Timothy M. Dwyer	309	Gregg A. Hubbard	311	Roxie J. Olds-Pride	327	Tim P. Grilz
301	William J. Flynn Jr.	309	Mark A. Nitkiewicz	311	Michael F. Panarelli	327	Ronnell E. Smith
301	John F. Hegarty	309	David E. Wilkin	313	Julio A. Figueroa	331	Michael L. Foster
301	Robert P. Losi	310	Pervous A.	315	Jerry L. Alexander	332	Raymond G. Moritz
301	Rene A. Morissette		Badilishamwalimu Jr.	315	David P. Jarvis	333	Craig S. Bindrum
301	John C. Olesen	310	Beverly C. Batts	316	Chris A. Abrams	333	Eric E. Cory
301	C. M. Olesen	310	Willie B. Burks	316	Pago O. Afualo	333	Tammy L. Guy
301	Neil P. Ryan	310	Harold C. Burley	316	Lee F. Cocks	333	Randy L. Krueger
301	Sean M. Sweeney	310	Eddie C. Byirt	316	Leo G. Ebio	333	Leo L. Oye
301	Joseph A. Wythe	310	George Coubertier	316	Patrick H. McClear	333	Diane K. Roll
302	George A. Ramos	310	Anthony D. Dowell	316	Deborah A. Retter	333	Jason J. Vick
302	Richard Siu	310	Winson Driver	316	Don J. Sneesby	333	David L. Wignall
303	Richard J. Pop	310	Lisa D. Greer	316	Alvie E. Yancey	Nat'l	Roger Blacklow
304	Julie A. Allen	310	Allen Jones	318	Mark A. Gardner	Nat'l	Robin S. Daniels
304	Gary W. Kavanaugh	310	Michael E. Jones	320	Arnoldo C. Balderrama	Nat'l	Kenneth Nickels
304	Andrea R. Maliszewski	310	Robert W. Larmore Jr.	320	Theresa M. Corcoran		
304	William H. McLemore III	310	Nolan V. McClendon	320	Robert F. Fournier		

YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at www.liteblue.usps.gov. Follow the instructions printed on page 25 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year. Awards will vary year to year. The 2012 Awards are listed on page 24.



2012 PAC Incentive Awards

Level	Donation	Award
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Jumper Cables
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Souvenir Set
Ambassador	\$500	PAC Jacket

NOTICE CONCERNING CONTRIBUTIONS:

Contributions to the Mail Handlers PAC are not deductible as charitable contributions for purposes of federal income taxes. In addition, federal law requires that the Mail Handlers PAC report to the Federal Election Commission the name, mailing address, occupation, and name of employer for each individual whose contributions in any calendar year total in excess of \$200. Please also note that the Mail Handlers PAC has political purposes, and that all members have the right to refuse to contribute, and the right to revoke their authorization for any continuing contributions, without any reprisal.



(cut here and return to NPMHU PAC)

PAC contribution by personal check, money order, or credit card:

You can contribute directly to the Mail Handlers PAC by filling out the following information and mailing it to the P.O. Box listed below. **Please enclose your check or money order, or provide authorization to charge your credit card.**

Here is my contribution of (please circle one):

\$26 (Member) \$52 (Sponsor) \$100 (Activist) \$250 (Leader) \$500 (Ambassador) other amount _____.

Name: _____

____ VISA ____ MasterCard

Address _____

Acct. # _____

City _____ State _____ Zip _____

Expiration Date: _____

Please charge my credit card as indicated above.

MAIL TO: Mail Handlers PAC
P.O. Box 65171
Washington, DC 20035

Signature: _____

If necessary, you may FAX your credit card authorization to: 202.785.9860

You also can make your PAC contribution by bi-weekly salary allotment through PostalEASE (access by phone or on the web):

PostalEASE BY TELEPHONE:

Dial 1-877-4PS-EASE — (877-477-3273) and follow the prompt for the Employee Services Main Menu.

When prompted Press **#1** for PostalEASE

When prompted, enter your eight-digit USPS employee identification number.

When prompted again, enter your USPS PIN number. (This is the same as the PIN number you use for telephone bidding and/or other payroll allotments.)

When Prompted, Choose Option **#2** (to select payroll allotments)

Then Choose Option **#1** (to select allotments)

When prompted Press **#2** to continue

When prompted Press **#3** to add the allotment

When prompted for the routing number enter **054001220**

When prompted for the account number enter the following :

11260001 _ _ _ - _ _ - _ _ _ _ (the last nine digits of your account number is your social security number – this information will allow us to identify you as the PAC contributor).

Press **#1** if correct

When prompted Press **#1** for “checking”

When prompted, input the bi-weekly dollar amount of your PAC allotment.

Press **#1** if correct

When prompted Press **#1** to process

You will be provided a confirmation number as well as the start date for the salary allotment.

For your records:

Record the confirmation number _____

Record the start date of the salary allotment _____

Press **#1** to repeat or Press **#9** to end call

PostalEASE on the WEB:

To initiate your bi-weekly PAC contribution on the web, simply go to www.liteblue.usps.gov

Enter your eight-digit USPS Employee ID Number and your USPS PIN

Follow the link to PostalEASE – you will again be asked to enter your Employee ID Number and USPS PIN

Follow the link for PAYROLL- Allotments/NTB

Continue to the ALLOTMENTS section

Your ROUTING TRANSIT NUMBER is: **054001220**

Your ACCOUNT # will be: **11260001** _ _ _ - _ _ - _ _ _ _ (the last nine digits of your account number is your social security number – this information will allow us to identify you as the PAC contributor).

For ACCOUNT TYPE – please select “CHECKING”

When prompted, please input the AMOUNT that you would like to contribute to the PAC each pay period.

To process your PAC allotment, you will need to select the VALIDATE button, and to finalize the transaction, please select SUBMIT. Be sure to print out a copy of the confirmation page for your records.

Mail Handlers Across the Country

Local 320 Annual Function April 1st



(l-r) Tucson Branch President Raymond Santoro, Local 320 Recording Secretary Susanna Paniagua, Local 320 Treasurer Laurie Hernandez, National President John Hegarty, Western Region Vice President and Local 320 President Rudy Santos, Phoenix Branch President David Cano, Arizona SEBM Ace Balderrama, Local 320 Vice President Madelyn Puricelli, Eastern Region Vice President and National Trainer Sam D'Ambrosio, Northeastern Vice President and Local 300 President Paul Hogrogian.

Local 309 Installation Of Officers



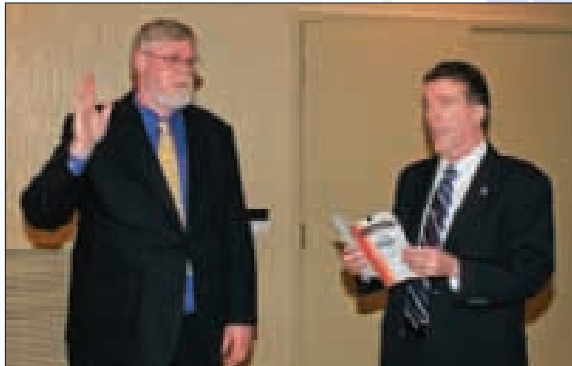
L-R: Local 300 President and Northeast Regional Vice President Paul Hogrogian, Albany Branch President and Recording Secretary Alex Catello, Rochester P & DC Branch President and State Executive Board Member Gregg Hubbard, Buffalo Branch President Lisa McDonell, Vice President Mark Nitkiewicz, National President John Hegarty, Local President Dave Wilkin, Treasurer Joyce Miskell, Branch President Rochester L & DC Bryan Farmer, Branch President Syracuse John Esterdahl.

Local 331 Installation of Officers



(l-r) Western Region Vice President Rudy Santos, Treasurer Carol Leavitt, Recording Secretary Darryl Richardson, President Zeke Moreno, National Secretary-Treasurer Mark Gardner, Vice President Dan Barnaby, Branch President and State Executive Board Member Max Jaramillo, and National President John Hegarty

Local 301 Swearing in Ceremony



Newly appointed Local 301 President (L) Bob Broxton is sworn in by National President (R) John Hegarty

Local 330 Picnic



(l-r) Western Region Vice President and Local 320 President Rudy Santos, MHBP Manager National Accounts Brad Corban, President Local 330 Bob Griffith, Vice President Local 330 John Regis, and Treasurer Local 330 Larry Bellizi

Attendees at Local 302 Training Program



Local 302 Advocate and Arbitration Training- (l-r) John Hegarty, Paul Hogrogian, Chad Williams, Kelly Horn, Shawn Dawlton, Thomas Mayes, Lenin Brito, Kimberly Garcia, Ruben Martin, Sam D'Ambrosio, Dot Henderson, Anthony Coleman, Melinda Simental, Juanita Contreras

Local 302 Training



Local 302 Training— (l-r) Northeast Vice President and Local 300 President Paul Hogrogian, National President John Hegarty, Local 302 President Ernie Grijalva, Eastern Region Vice President and National Trainer Sam D'Ambrosio

Local 301 Fundraising for New England Shelter for Homeless Veterans



Group photo of the 2012 participants in the annual 301 fundraising event for the New England Shelter for Homeless Veterans

Local 322 Installation of Officers



Front Row Left to Right: Mike McIntyre, President; Diane Owens, Treasurer Kelly Dickey, Branch President P&DC; Lynne Swiderski, State Executive Board Representative (Pa.). Back Row Left to Right: Casey Knepp, Branch President LDCIHASP; Chris Starr, Recording Secretary; John Bell, Vice-President; John Szewczyk, Branch President NDC.

Local 329 Installation of Officers



Seated (l-r): J.R. Macon, Local 329 President, Charles Smith, Vice President, David Champion, Treasurer, Glen Boyland, Recording Secretary, Clay Nelson, TN State Board Member, Lyndon Cox, AR State Board Member Standing (l-r): Mark A. Gardner, National Secretary-Treasurer, Kerry Scates, Branch President Nashville, TN, Delois Williams, Branch President, Memphis NDC, Bobby nation, Branch President, Little Rock, AR, Julius Takacs, Branch President, Chattanooga, TN, Randall Lawson, Branch President, Knoxville, TN, Calvin Booker, Branch President, Memphis P&DC

Local 315 Union Meeting



Local 315 Portland Area Branch Meeting



Security. Assistance. Financial Education.



Falling behind financially?

Union SAFE may be able to help.

If you're having trouble making ends meet in this economy, Union SAFE may be able to help. We offer valuable benefits for members who participate in Union Plus programs including Union Plus Credit Card, Mortgage and Union Secure Insurance and who are facing economic hardship.

To find out how Union SAFE may be able to help, visit:
UnionPlus.org/UnionSAFE

