

The Mail Handler



Looking Back on 2011



Looking Forward to 2012

The Mail Handler

The Quarterly Publication of the National Postal Mail Handlers Union

Winter 2012

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THE CHALLENGES OF 2011 & 2012

Dear Members,

Whew! What a year it has been. As we gear up for another busy year ahead, it's a good time to take a look back at some of the major issues and challenges that we faced in 2011.

On the legislative front, we've been struggling with Congress all year to try to get a meaningful postal reform bill passed that does not interfere with collective bargaining. If you've been keeping up with the news through prior issues of *The Mail Handler* magazines, in our monthly bulletins, or in the numerous on-line articles and blogs, you are aware of the many different (and sometime dangerous) postal "reform" proposals that have been floating around Capitol Hill. Stay tuned; it's not even close to being settled.

We kicked off bargaining at the end of August, while the ink wasn't even dry yet on two postal service "white papers" that asked Congress to void the no-layoff provisions for all bargaining unit employees, and requested authority for the Postal Service to withdraw from the Federal Employees Health Benefits Program and the federal retirement programs. Despite these ill-advised actions by the Postmaster General, we worked hard over the course of the past few months to try to achieve a new National Agreement that could be presented to the membership for a refer-



JOHN F. HEGARTY, National President

endum vote. (As this issue goes to press, we have extended that process beyond the November 20 deadline, and are hoping that we can reach a reasonable settlement.)

During 2011 we were also dealing with continued downsizing of the Mail Handler craft through attrition, and with the closings/consolidations of postal facilities across the country. To make matters worse, the Postal Service announced plans in September 2011 to study almost 300 large Postal Plants for possible closure or consolidation, and to propose regulations that would relax the overnight service standards to coincide with those closings/consolidations. We are fighting these plans in a number of different ways, including in the halls of Congress, and plant by plant by working closely with the Local Unions. This foolhardy plan could be the end of the Postal Service as we know it. By cutting service permanently in reaction to what could be a temporary downturn in volume, the Service could be plunging itself into a death spiral of more lost volume and more cuts in service.



Please take the time to read through all of the important articles in this issue of *The Mail Handler*, and take an active role in protecting your job with the Postal Service. Also, please visit our web site at www.npmhu.org for all of the latest information, and to see how you can get involved.

As the year winds down, I would like to wish all Mail Handlers and their families a safe and happy holiday season, and a healthy and prosperous new year. I especially want to recognize all of the Officers

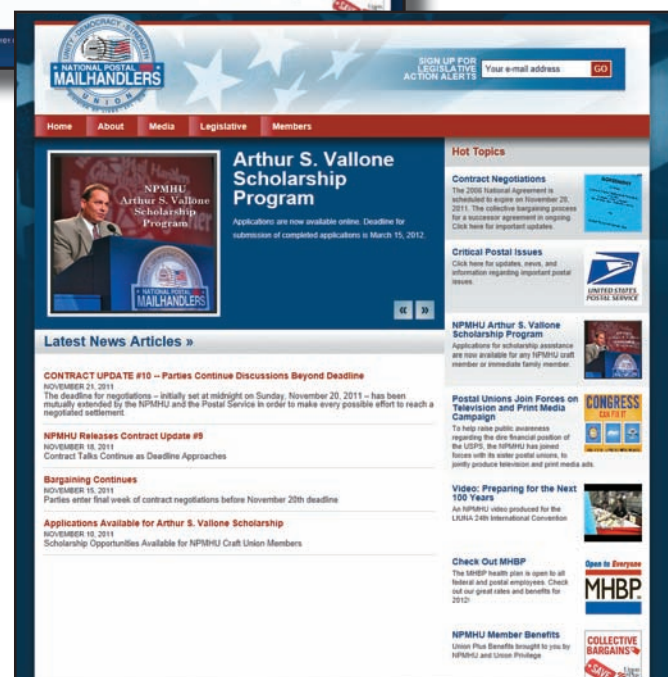
and Shop Stewards around the country, who have the unenviable job of being a Union Representative during some of the toughest times that we have ever gone through. You are on the front lines day in and day out, and for that you deserve our thanks and appreciation for your work throughout the year. Looking back on 2011, and looking forward to 2012, we must continue to stand up for what's right, not just for Mail Handlers, but for all working people. I for one am looking forward to the challenge.

John F. Hegarty
National President

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UPDATED NPMHU WEBSITE UP AND RUNNING

With countless issues and challenges facing the NPMHU and its members, and an increasing need to communicate quickly on issues of importance with the NPMHU membership, the National Office recently took steps to modernize the NPMHU online presence and to create a platform which allows it easily and efficiently to add multi-media content and updates related to contract negotiations, the USPS financial crisis, and other crucial issues. The goal during the design stage of this renewed website was to create not only a new look and feel, but also to develop a more compact and organized presentation of news articles and other information. All Mail Handlers are encouraged to stay abreast of important issues at www.npmhu.org.





MARK A. GARDNER, National Secretary-Treasurer

IN THEIR OWN WORDS...

Given the fact that the Postal Service is the second largest civilian employer in the United States and its workforce reflects the rich diversity of the American population, it's no surprise that our membership is similarly diverse in every way, including across the political spectrum. Freedom of thought and expression, combined with the democratic principle of majority rule, is a large part of what makes this Union great. The NPMHU is truly run by its members.

Americans choose their political affiliations for a wide variety of reasons. Whether Republican or Democrat, Libertarian or Independent, our Union always has made room at its table for differing political views. Lately, given the nonstop polarizing rhetoric being broadcast from every media outlet during this Republican primary election season, there's been a lot of focus on the differences between national political factions. I've been known to engage in a certain amount of vigorous debate on the social issues of the day. But the issues that really interest me, and what I believe should really interest you, are those that directly affect your pocketbook, your work

life, your future job security, and your right to a union voice at the bargaining table so that you can continue to have your say on these matters.

If you have been following the Republican Presidential nominating process, and the circus that has ensued, you likely have heard the flood of commentary from the candidates relative to joblessness, the American workforce, its labor unions, our labor laws, and what they would do to change things if they were elected President. It appears that the GOP has initiated an anti-union litmus test for its Presidential contenders. No matter your personal politics, I ask that you consider the following on-the-record comments from Presidential candidates from across the Republican field. In their own words:

FORMER SENATOR RICK SANTORUM: "I think the most important area that we have to focus in on when it comes to unions is public employee unions. That's the area of unionization that's growing the fastest and it's

costing us the most money... I do not believe that state, federal or local workers should be involved in unions. And I would actually support a bill that says that we should not have public employee unions for the purposes of wages and benefits to be negotiated."

FORMER GOVERNOR MITT ROMNEY: "...if a right to work piece of legislation reached my desk at the federal level I would sign it...and the right course I believe politically at this stage is to have states carry out their own right to work legislation."

TEXAS CONGRESSMAN RON PAUL: "With so much at stake in this fight, and considering the ever-declining state of our fragile economy, it's never been more important that the Republican nominee for president be 100 percent committed to standing up for fighting forced unionism." And on public sector unionized workers he said, "They make more than they do in the private sector. What I'd rather see is that they shrink the size of the government at all levels, than to give them clout to bid up these wages."

“As we enter 2012, and the run-up to the November Presidential and Congressional elections, I encourage all Mail Handlers to remain actively engaged in our political process.”

**MINNESOTA CONGRESSWOMAN
MICHELLE BACHMAN:**

"Now take, by comparison, a government enterprise, the Post Office, which yearns to remain committed to paying higher labor costs that unfortunately bear no comparison to wages that are currently being paid in the private sector... They have failed to keep up with innovative ways of delivering and cutting down on their labor costs in order to deliver the mail to consumers and so now are billions of dollars in the red and looking once again to the taxpayer for money to bail them out."

**FORMER HOUSE SPEAKER NEWT
GINGRICH:**

"It is tragic what we do in the poorest neighborhoods, entrapping children in child laws which are truly stupid," Gingrich said. "Saying to people you shouldn't go to work before you're 14, 16. You're totally poor, you're in a school that's failing with a teacher that's failing." Later adding that he "tried for years to have a very simple model. These schools should get rid of unionized janitors, have one master janitor, pay local students to take care of the school. The kids would actually do work; they'd have cash; they'd have pride in the schools. They'd begin the process of rising."

TEXAS GOVERNOR RICK PERRY:

"I just finished tweeting Governor Scott Walker, telling him that a lot of folks across the country are standing with him because they are really pleased to see a principled individual who stands up and says what he believes in... at the end of the day, I bet you the folks of Wisconsin punish those Senators (the

Wisconsin Fourteen) rather than heralding them as heroes." And during a recent debate, "here's what I would do with TSA. I would privatize as soon as I could and get rid of those unions."

The overall message, tenor, and tone from the entire Republican Presidential field are clear. They say that unions are bad, that public sector unions are even worse, and that union workers are overpaid. They walk in lock-step agreement that labor laws must be changed to reduce the "power" of unions, to restrict their ability to organize, and to reduce the premium paid to union workers. Their anti-union, anti-worker messages serve as yet another dog-whistle call to rally the ultra conservative base of their party. I understand why their message would resonate with the financial elite. I am at a loss, however, as to why or how working class Americans could buy into this rhetoric. That's because I know that organized labor remains the last level of protection for the rights of American workers.

As we enter 2012, and the run-up to the November Presidential and Congressional elections, I encourage all Mail Handlers to remain actively engaged in our political process. Our informed voices can truly make a difference in our workplace, in our communities, and at our polling places. Solidarity forever.



Mark A. Gardner
National Secretary-Treasurer

"It appears that the GOP has initiated an anti-union litmus test for its Presidential contenders. ... Their anti-union, anti-worker messages serve as yet another dog-whistle call to rally the ultra conservative base of their party."

NEGOTIATIONS AT CRITICAL STAGE



As this magazine goes to press, collective bargaining over the terms of the 2011 National Agreement has reached a critical stage.

Representatives of the NPMHU and the Postal Service started bargaining on August 30, 2011. As usual, bargaining picked up speed during the fall, with the last few weeks prior to the November 20 contract expiration date particularly intense. Negotiators actually were locked away in a downtown, Washington, DC hotel for the final week. Nonetheless, the parties determined—as is often the case—that it would be helpful to extend the National Agreement for a few weeks in order to determine whether the parties could reach a tentative agreement. The first extension took the parties to December 7, and additional extensions are possible.

It is no secret that the Postal Service is facing a difficult financial situation. Perhaps surprisingly, the parties even

agree on the primary causes of those financial difficulties, which include, first and foremost, unjustified prefunding of retiree health insurance and unwarranted overfunding of federal retirement programs, and second, a greater than expected drop in first-class mail volume. On the benefit issues, Congress has created these problems, and Congress needs to fix them. On the question of mail volume, the Union and management have different views on how to deal with the financial and operational impact of lost volume, with the USPS unfortunately focused on cutting postal plants, retail offices, days of delivery, and guaranteed service standards, thereby reducing overall service to the American mailing public.

With this backdrop, both parties understood that negotiations would be both difficult and complicated. And the inevitable has become the actual. The complex questions raised by these circumstances should be fairly evident.

For example, what job protections for employees are justified when the Postal Service may have to downsize its workforce? Likewise, what wage increases, to maintain an employee's standard of living, are reasonable when the Postal Service is facing financial deficits and issues of liquidity? The examples could continue, but there is no reason to belabor the obvious. Difficult financial circumstances beget difficult rounds of collective bargaining.

Fortunately, the NPMHU and the Postal Service have been able to discuss these issues in a professional manner. Although this round of bargaining began with some hostility, because management issued “white papers” announcing its desire to eliminate the no-layoff clause and to terminate its participation in federal retirement and health insurance programs, the negotiators have tried to approach bargaining as a process to find rational solutions to unreasonable circumstances.

As stated previously, the NPMHU has been seeking a negotiated agreement that is both protective and constructive. The agreement must protect career Mail Handlers who have dedicated their lives to the Postal Service, and it should protect the Postal Service against those who seek its demise. It also should contain practical solutions to some of the problems faced by the parties, so that the Postal Service and all mail handlers can continue to provide the American mailing public with the service that they have come to expect.

The bargaining process has operated through a series of off-the-record subcommittee meetings, on-the-record bargaining

sessions, and informal talks, all going on simultaneously. Subcommittees focused on some of the most important articles contained in the National Agreement, including Article 8 on overtime, Article 12 on seniority and reassignments, Article 15 on the grievance-arbitration procedure, and Article 32 on subcontracting. Other proposals also were submitted by both parties, covering a wide range of topics that could use improved language or improved solutions to ongoing problems.

Meanwhile, relying on its interpretation of key economic facts and indicators, the Postal Service has been demanding significant concessions under Article 7 governing employee complement and Article 9 governing wages. Moreover, the Postal Service also has been seeking changes in the National Agreement (and legislatively, to the extent necessary) that would be responsive to the proposals included in the two “white papers,” issued by the USPS over the summer, with regard to layoffs and withdrawal from the federal retirement and health insurance programs.

With all of these issues dividing the parties, it can hardly be surprising that an overall settlement could not be reached by the original deadline of November 20. Only time will tell whether the parties are able to narrow their divide and reach a tentative agreement during whatever periods the National Agreement may be extended by agreement of the parties. After a short break for the Thanksgiving holiday, the Union’s National Negotiations Team has continued to work on these issues, ever

mindful that, absent agreement, the parties may have to resort to an arbitrator or another third-party neutral to resolve their dispute.

All NPMHU members should already be aware that, if the bargaining process culminates in a tentative agreement between the parties, that agreement is subject to a ratification vote by the entire regular membership of the Union. As required by the NPMHU National Constitution, the vote would be by mail ballot, and would be run in accordance with procedures to be adopted by the National Executive Board.

If, on the other hand, the parties fail to reach a tentative agreement, the governing statute (that is, the Postal Reorganization Act, as amended, or the PRA) contains a series of alternative procedures that the parties may follow to resolve their bargaining dispute. (Remember that the PRA prohibits strikes by postal employees and lockouts by postal management, and therefore the objective of the PRA is to resolve a bargaining dispute without resorting to these economic weapons.)

In particular, the PRA initially makes clear that, should they choose, the parties to a bargaining dispute “may by mutual agreement adopt procedures for the resolution of disputes or impasses arising in

the negotiation of a collective-bargaining agreement.” If a mutually satisfactory dispute-resolution procedure is not adopted by the parties, however, then a specific procedure set forth in the PRA would control. That procedure begins with mediation, and eventually ends in binding interest arbitration. As part of that arbitration, a three-member board (one appointed by the NPMHU, one appointed by the USPS, and one neutral) would hold a “full and fair” hearing, including an opportunity for each party to present evidence in support of its claims, and an opportunity to present its case in person, by counsel or by other representative as they may elect. Decisions of the arbitration board are issued, and those decisions are conclusive and binding upon the parties. Absent agreement to an extension, the arbitration board must render its decision within 45 days after its appointment.

Thus, an arbitration award would not be issued—at the very earliest—for at least 100 days after contract expiration. Moreover, in past rounds of bargaining, the parties often have extended these deadlines, so that final agreements are not reached until many months beyond the statutory deadline.



NPMHU Officers Gather to Discuss Bargaining Issues



The National Office held a meeting on December 1, 2011, for all Local Union Presidents and other Local Union representatives, to discuss this year's bargaining, possible settlements stemming from negotiations, and the process for proceeding, if necessary, to mediation and/or arbitration.

During that meeting, National President Hegarty discussed the various considerations that are having a direct impact on the 2011 bargaining process, from the state of the private economy and the private job market, to the state of USPS cost cutting and plans for closing and consolidating mail processing facilities. He also described the contract or bargaining status of each of the other major postal unions, and the possible impact that those agreements could have on mail handlers. And, of course, he described some of the on-the-record discussions that have been held by the NPMHU and the Postal Service over the past 90 days, as well as the issues that will determine whether a contract can be successfully negotiated. There was a significant amount of strate-

gic analysis amongst the Local Presidents and other Local Union representatives in attendance, as several mail handlers from around the country described the hopes and fears of members in their home facilities.

With regard to specifics, there was little to share that has not already been publicized to the entire membership. Nonetheless, President Hegarty set forth some of the on-the-record proposals that the Postal Service has laid on the bargaining table.

In particular, consistent with its usual practice, the Postal Service has presented a host of draconian proposals that represent the agency's official, on the record positions for possible arbitration. For example, as already described in a recent contract update, management wants at least 40% non-career, low-wage, no benefit employees who have no restrictions whatsoever on their work; management has proposed to eliminate extra pay for working on Christmas; management has proposed overtime to be governed by the

Fair Labor Standards Act, so that no overtime is paid until there is more than 40 hours of actual work in a week, with paid leave not counting as work; management wants to eliminate all Local Memoranda of Understanding, and thus require the restart of local negotiations, from scratch,



limited to only 10 or 11 items; and management wants to eliminate all protections against layoffs. The Union also expects proposals to freeze pay for several years, to eliminate cost of living adjustments, and perhaps even to reduce or cut back on pay, at least for new hires, and annual and sick leave.

In short, President Hegarty concluded, with these or similar proposals on the bargaining table, it would make for an easy decision on whether to go to arbitration. But that assumes that these proposals will not change, and it is the Union's job in bargaining to convince the Postal Service to change or withdraw these proposals.

The Union urges all members to read their bulletin boards and the NPMHU website to stay up to date on the latest bargaining developments, as they occur.





CONGRESS TAKES AIM AT THE POSTAL SERVICE

USPS Financial Issues Remain At Top Of Legislative Agenda

The 112th Congress has been a bitter disappointment to most Americans, with the legislative body's approval ratings at historic lows. Less than 10% of Americans in recent surveys believe that Congress is properly doing its job.

The many legislative issues revolving around the Postal Service and its employees are a microcosm of this larger problem. Notwithstanding overwhelming support for the Postal Service from the American people, and significant support from Members of Congress for what should be non-controversial fixes to the Postal Service's current financial woes, Congress is proving once again that it can accomplish almost nothing.

House Committee Passes Anti-Union, Anti-USPS Bill

In a display of partisan ideology over practical solutions, the House Oversight and Government Reform Committee passed H.R. 2309 on October 13. The bill is designed to minimize and eventually privatize the Postal Service, and make it into a non-union entity.

Written by Committee Chairman Darryl Issa (R-CA), the bill contains provisions that would force senior employees to retire or be laid off using reduction in force rules, gut existing collective bargaining agreements and make future bargaining inconsequential, reduce delivery to five days, and eliminate both home delivery (replaced by cluster boxes) and Congressional or community input on closings of postal facilities. Issa's aim is to reduce employee wages and benefits in order to "save" the USPS. His bill was supported by the USPS legislative representatives, who are using this bill as a vehicle for attacking the wages and benefits earned by postal employees.

"This 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. "Mr. Issa is mimicking the Republican-led state legislatures, like those in Wisconsin and Ohio, which have been attacking public employees' collective bargaining rights in an attempt to eliminate the employees' pensions, their health care, and ultimately their unions."

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

more than 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.

One year ago, Congressman Issa told postal union representatives that he would not attack collective bargaining. Yet, with this bill, he is leading the assault on free collective bargaining for postal employees. Indications are that the Postal Service provided him with the language and talking points that he wanted.

All of the Democrats on the Committee voted "no" on these anti-labor provisions and against the entire bill. Several Republicans on the panel expressed some displeasure at the blatant anti-union and anti-democratic provisions included in the bill. Only one Republican on the Committee, however — Todd Platts (R-PA) — voted against the bill.

The next step for H.R. 2309 is for the bill to go to the House Rules Committee, where it most likely will be rubber-stamped, and then go to the House Floor for a final vote. Such action may take place before Thanksgiving.

Following the House Committee's final action in October, Senator Tom Carper (D-DE) issued a statement in which he said that the Issa bill was an exercise in partisanship that would not pass the Senate. At least on this issue, someone of responsibility has said absolutely not.

Reform of the Federal Employees Compensation Act

Congressman Issa also has tried to gut the workers compensation program covering postal employees under the Federal Employees Compensation Act. On this issue, however, Issa and his fellow Republican ideologues ran into a procedural hurdle.

In particular, several Members forced the Issa Committee to acknowledge that it did not have jurisdiction over the OWCP program, and therefore could not address the comprehensive changes proposed by Issa.

Meanwhile, earlier this year in the Senate, Senator Susan Collins (R-ME) introduced a FECA reform bill. Her bill, 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.

The legislation as drafted, 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.

Senate Committee Passes USPS "Dream" Postal Act

The Senate Homeland Security and Governmental Affairs Committee on November 10 passed S. 1789, a bill which meddles in collective bargaining, and which would transition the USPS to five-day delivery within two years, allow for quickly closing postal plants and facilities. It does not adequately address the problem of mandatory payments by the USPS to an already-funded retiree health benefit plan.

Other major sections of the bill would drastically reduce the amount of compensation for injured workers once they reach retirement age. Possibly the most volatile issue is that the USPS would practically phase out all residential door delivery. The bill would return approximately \$7 billion in overpayments the USPS made to the Federal Employees Retirement System (FERS).

"By dropping a provision that would have addressed the massive \$50 billion to \$75 billion in overpayments to the Civil Service Retirement System (CSRS), the committee failed its most important mission," noted National President John F. Hegarty. "We need to work to get that provision in, and get these other terrible provisions out.

"The devastating effect of the meat-cleaver approach to closing facilities, including processing plants, does not take into account the bad effect on service, which is critical to the USPS name. It also says that the USPS, which wrote almost the entire bill and huddled in a back room with its Senate supporters, is satisfied with a network that will shrink and never be able to respond to any stabilization or increase in volume," Hegarty added.

Two independent actuarial studies said confirmed that the USPS has overpaid the CSRS account. Bills by two of the Senators who voted for S. 1789, Democrat Tom Capar (DE) and Republican Susan Collins (ME), both addressed the over-payment issue.

The next step is for the legislation is for its proponents to try to convince Senator Harry Reid, the Majority Leader, to schedule it for a Floor vote.

A Bi-Partisan Bill that Everyone Needs to Support

NPMHU Members from across the country have been asking their elected Representatives in the House to cosponsor H.R. 1351, which was introduced by Congressman Stephen Lynch (D-MA) as the United States Postal Service's Pension Obligation Recalculation and Restoration Act of 2011.

If passed into law, H.R. 1351 would provide much-needed financial relief for the USPS. It effectively would free up a portion of the Postal Service's vastly over-funded pension plans, and would apply those monies to a Congressionally-mandated annual payment into the USPS Retiree Health Benefit Fund and to retiring a portion of the agency's accumulated debt. This legislation also would require the Office of Personnel Management to adjust its formula for calculating USPS contributions to its pension plans to a more modern and realistic formula — which would help remedy the massive over overfunding of those plans. Specifically, H.R. 1351 would require that the Postal Service's already agreed upon FERS surplus of nearly \$7 billion be refunded immediately, by applying \$5.5 billion towards the Postal Service's fiscal year 2011 Retiree Health Benefits payment; \$1.2 billion towards the Postal Service's upcoming workers compensation payment; and any remaining balances towards paying down the Postal Service's debt.

Lynch, the ranking member of the House Subcommittee on the Federal Workforce, Postal Service, and the District of Columbia, was the first member of Congress to author legislation last Congress to address a decades-old accounting

error that led OPM to overcharge the Postal Service by billions of dollars for payments into the Civil Service Retirement System (CSRS).

The NPMHU supports swift passage of H.R. 1351. To this point, 226 Representatives in the House have co-sponsored the bill, including many Republicans, but it is not being presented for a vote. If you have not already done so, please write to your Member of Congress, urging support for this bi-partisan legislation.

The Obama Administration Submits a Budget

The Obama Administration issued its budget recommendations in September, and seeks to provide the Postal Service with much-needed financial relief. The budget specifically "recognizes the enormous value of the Postal Service to the Nation's commerce and communications, as well as the urgent need for reform to ensure its future viability." The document goes on to note that the USPS faces a long-term, structural operating deficit that has been exacerbated by the precipitous drop in mail volume in the last few years due to the economic crisis and the continuing shift toward electronic communication.

In reaction to this financial situation, the President has proposed a comprehensive reform package that contains both good and bad measures, including proposals that would:

- Restructure Retiree Health Benefit pre-funding in order to reduce USPS payments during the next few years;
- Provide USPS with a two-year Federal Employees Retirement System employer contribution holiday to take into consideration the current \$6.9 billion surplus in Postal contributions;
- Reduce USPS operating costs by giving USPS authority to reduce mail delivery from six days to five days;
- Allow USPS to offer non-postal products and increase collaboration with state and local governments; and
- Give USPS the ability to better align the costs of postage with the costs of mail delivery.

These reforms, according to the Obama Administration, would provide the Postal Service with over \$20 billion in cash relief over the next several years, and in total would reduce the federal deficit by more than \$10 billion over 10 years.

At the same time, the Administration also proposed to increase retirement contributions

for active federal and postal employees. More specifically, the budget would increase the employee contribution toward accruing retirement costs by 1.2 percent over three years beginning in 2013. Under the plan, the employee pension benefit would remain unchanged. In addition, the President's proposal would eliminate the FERS Annuity Supplement for newly hired employees.

Issuance of GAO Report Complicates Congressional Deliberations

For many years, most postal stakeholders have argued that the Postal Service has seriously overfunded its retirement accounts. Studies by the Office of Inspector General and by the Postal Regulatory Commission found that between \$50 billion and \$70 billion of USPS monies have been put into the CSRS retirement trust fund unnecessarily.

A recent report issued by the General Accountability Office, however, has cast some doubt on this argument. The GAO found that OPM's prior actions in calculating how much

the Postal Service owed for its CSRS obligations were "consistent with the law," regardless of the fairness of the allocation of CSRS payments between the Postal Service and the Treasury. In other words, although the Postal Service may have overfunded these accounts, the agency acted in accordance with the governing legal standards.

The GAO has made it more difficult to argue that the Postal Service should be given access to these billions of dollars. But the GAO's findings do not mean that the Postal Service will not receive a refund for any overpayment of its CSRS obligations. To be sure, even before the GAO Report, there were significant political and budget-scoring barriers that were making it difficult to convince Congress to provide a refund of CSRS overfunding to the Postal Service. The White House also rejected the notion that CSRS assets should be returned to the Postal Service, if only because of budget-deficit concerns.

But the GAO Report does not mean that H.R. 1351 is dead before passage. Getting H.R. 1351 approved by the Republican-controlled House of Representatives always was an uphill

struggle, as many Republicans have resisted H.R. 1351 because of its potential impact on the federal deficit. In the Senate, however, pending postal bills introduced by Sen. Tom Carper (S. 1010) and Sen. Susan Collins (S. 353) would deal with the overpayment issue, just as H.R. 1351 does. They would require OPM to recalculate the Postal Service's CSRS payments since 1971 using a different method that is more fair and favorable to the Postal Service. The GAO Report certainly will make it more difficult to secure Senate approval of these bills, as even Senator Carper has suggested that the CSRS issue should be set aside this year to craft a bill with greater chances of approval by the full Senate.

But the schedule of payments governing these massive retiree health prefunding obligations still must be changed by Congress. The NPMHU continues to urge Congress to revise the retiree health payment schedule mandated by the 2006 postal reform law, as a way of preserving or restoring the Postal Service's near-term financial stability.

Ohio Voters Reject Radical Right

On Election Day 2011, voters in the State of Ohio said "No" in a loud and clear voice to Governor John Kasich's (R) plans to destroy public sector collective bargaining.

Buoyed by a strong union backbone including efforts from many Mail Handlers in Ohio, even the most "red" and conservative counties in Ohio rejected the plan, which had been passed by the Republican-dominated legislature, by nearly a two-to-one margin. "The results show what a united effort can do," noted National President John Hegarty. "The message from both union and non-union voters was both loud and clear: Don't blame firefighters, teachers, police and other public servants for this country's

economic woes."

In order to get the measure on the ballot, opponents needed to collect several hundred thousand signatures on petitions. They amassed over one million. They also overcame millions of dollars spent on ads by right-wing supporters of gutting collective bargaining. Those ads were funded mainly by millionaires, such as the Koch Brothers. Some of the ads were so misleading that newspapers and radio/TV stations refused to run them.

Sensing that the tide has turned, unionists in Wisconsin are beginning a similar campaign. The difference is that their campaign is aimed at recalling Governor Scott Walker.





NPMHU PAC

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.



2011 PAC Incentive Awards

Level	Donation	Award
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC soft briefcase bag
Activist	\$100	PAC sport polo shirt
Leader	\$250	PAC trunk organizer and multitool
Ambassador	\$500	PAC sport pullover and duffel bag



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 22 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 2011 Awards are listed above.

Locals with 1 – 499 Members



(l-r) Legislative and Political Director Bob Losi and Local 315 President David Jarvis

Locals with 500 – 1499 Members



(l-r) Local 310 President Andy Badilishamwalimu, Southern Region Vice President Bruce Z. Miller, Legislative and Political Director Bob Losi

3rd Annual PACkie Awards

Locals with 1500 or More Members



(l-r) Local 301 President Tim Dwyer and Legislative and Political Director Bob Losi

Most improved Local



(l-r) Local 333 President Randy Krueger, Legislative and Political Director Bob Losi

PACkie Ambassador Award



(l-r) Local 310 President Andy Badilishamwalimu, Southern Region Vice President Bruce Z. Miller, Legislative and Political Director Bob Losi

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. # _____

Expiration Date: _____

City _____ State _____ Zip _____

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 ACCOUNTTYPE—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.



National President John Hegarty (r) and Local 305 President Kenny Hayes (l) stand before the panel picturing and remembering Joseph P. Curseen, Jr. and Thomas L. Morris, Jr. who succumbed to the 2001 anthrax attack at the postal facility in Brentwood, Washington, DC.

Ceremonies Mark Tenth Anniversary of Anthrax Attacks

Ten years have elapsed since the horrific anthrax bio-terrorist attacks, allegedly facilitated by a lone madman, and delivered through the United States Postal Service. In the wake of the tragic terrorist attacks of 9/11, a weapons-grade strain of the biological agent anthrax was intentionally placed in envelopes and dropped into the mail stream in Trenton, New Jersey. These attacks ultimately killed five people and infected countless others. The attacks were targeted at various news organizations, political figures, and others. As anthrax spores were detected and inhalation infections announced in several states, public panic ensued. Suspected targeted buildings were evacuated and locked down, including the campus of the United States Capitol, to which at least two of the anthrax filled letters were mailed.

As these envelopes, laden with the deadly white powder, made their way through the postal processing system, quantities of the powder escaped into the air, to be inhaled by unsuspecting postal workers. Traces of the deadly anthrax were detected in mail processing facilities in Trenton, New Jersey, Wallingford, Connecticut, and at the Brentwood Road facility in Washington,



DC. Following reports of illness from workers in those facilities, and confirmation of the deadly microscopic agent, an emergency response plan was initiated, eventually locking down the facilities, directing medical testing and treatment, and calling for antibiotic medications for workers and others who may have come in contact with the deadly airborne bacteria.

Tragically, lock-down of the Brentwood Road facility happened too late. Two postal workers, Joseph P. Curseen Jr. and Thomas L. Morris Jr., already had inhaled the aerosolized anthrax and had taken severely ill. Sadly, these two workers succumbed to the effects of the bacteria. Thomas Morris died on October 21, 2001, and Joseph Curseen the following day. These two brave and dedicated postal workers paid the ultimate sacrifice as a result of the despicable actions of an alleged lone perpetrator. Following Congressional action to rename the Brentwood facility in honor of our fallen brothers, that processing plant went through extensive remediation and renovation, reopening in December 2003 as the Curseen-Morris Mail Processing and Distribution Center.





And on October 21, 2011, the postal community gathered at what is now the Curseen-Morris facility, to mark the tenth anniversary of this terrible attack. NPMHU National President John Hegarty joined other Mail Handlers officers and members and fellow postal workers at this ceremony, and was honored to personally thank and acknowledge everyone affected by the tragic events of a decade ago.

Fittingly, prior to the formal, indoor ceremony, a sunrise vigil was held outside the Curseen-Morris facility at which many of the workers recounted their memories of brothers Curseen and Morris. On behalf of the 47,000 mail handlers nationwide, National President Hegarty offered our continued support and gratitude to all of the dedicated postal employees who suffered through the ordeal of ten years ago. "In the labor movement, we refer to each other as brothers and sisters," said Hegarty. "That's because we are a family. Our thoughts and prayers remain with the Morris and Curseen families, as well as with all postal employees who suffered the ill effects of anthrax exposure."

A similar ceremony of remembrance took place at the Hamilton Facility in Trenton, New Jersey on October 18, 2011, where the community also gathered to pay respect to all those whose lives were impacted by the horrific 2001 anthrax attacks.

The NPMHU joins the entire postal family and, in particular the Washington, DC, Trenton, NJ, and Wallingford, CT communities, to once again honor those who gave their lives, to remember those who survived, and to thank all those who continue to soldier on in the face of danger and uncertainty.



**UNITED STATES
POSTAL SERVICE**

*Joseph Curseen, Jr. and Thomas Morris, Jr.
Processing & Distribution Center*



LIUNA'S 24TH INTERNATIONAL CONVENTION



More than one hundred and fifty elected NPMHU delegates joined some thirteen hundred fellow delegates from around the country to participate in the 24th Convention of the Laborers' International Union of North America (LIUNA). This convention takes place every five years, and this year's event was held in Las Vegas, NV over the dates of September 12 through 15.

For more than four decades, the NPMHU and LIUNA have been working closely together on the many complex issues faced each day by our members and by all working class people. NPMHU National President John Hegarty proudly serves as a member of the LIUNA General Executive Board and, with the other members of the NPMHU National Executive Board, enjoys

a relationship of mutual respect and cooperation with LIUNA General President Terry O'Sullivan and the other members of the LIUNA General Executive Board.

At the Convention, the enthusiastic delegates debated and voted on numerous Resolutions and Constitutional Amendments during the course of the week on topics ranging from Legislative and Political Action (including discussions on ongoing postal reform legislation), Jurisdiction, Public, Healthcare, and Federal Sector workers, Dues and Per-Capita Payments, Salaries of LIUNA Officers, Minority Advancement, Technology, Organizing, and many other issues.

Remarks from President Hegarty

As part of the presentations from leaders within the LIUNA family, National President John Hegarty provided a look back at the last five years for the NPMHU, contrasting the challenges that the Mail Handlers have faced, and the success that we have achieved, by working together. His presentation included not only a look back, but also a look toward the future, with issues such as ongoing collective bargaining with the Postal Service, membership organizing efforts, labor movement solidarity, jurisdictional battles, and political activism.

A major theme of his presentation was a review, analysis, and call to action to mobilize the entire LIUNA family in support of the "Save America's Postal Service" Day of Action. As part of this presentation, President Hegarty previewed for the delegates the nationwide television ad which was set to begin airing in the days following the convention. President Hegarty thanked the NPMHU National Executive Board and all of the NPMHU officers and representatives across the country for their work over these past few years, and for the fine job that they continue to perform day in and day out for the NPMHU membership.





LIUNA'S 24TH INTERNATIONAL CONVENTION

LIUNA Leadership

All of the members of the LIUNA General Executive Board took an active role in the Convention, and in presenting the various committee reports. Leading by example, both General President Terry O'Sullivan and General Secretary-Treasurer Armand Sabitoni gave powerful presentations to the delegates on issues ranging from political and legislative action to union density, with a focus on other important topics like recruitment, market share, the state of the North American Labor Movement, the union's finances, and a host of other issues that the delegates need to focus on today, and in the years to come. The overarching focus of this convention was a call to action to implement policy to grow our economy, to create good, middle-class jobs, and to restore dignity and respect for the hard-working men and women who contribute so much to keep our country strong.

General President O'Sullivan, as always, was inspiring in his own inimitable way. He repeatedly encouraged the audience to "Feel the Power!"—invoking the LIUNA catch phrase adopted at its 2006 International Convention—and emphasizing the tremendous power that we actually have as a large, socially-conscious, and motivated organization, and how we can use that power to strengthen our union, and better our members' lives. He spoke about the challenges facing LIUNA and the Mail Handlers, and how, by working together, we can overcome these challenges. He spoke of the urgent need to step up our support for those politicians and legislators who do right by the Labor Movement, and who support working class values.

During his keynote address, he shared his thoughts regarding the 2012 Presidential and Congressional elections, and the vitriol directed at organized labor from the right-wing financiers and power-brokers. General President O'Sullivan shared that, as Laborers "we fight for what is right. We fight for working people. And we fight because no one declares war on us—No One!" He further stirred the passions of the delegates when he observed that "we are being called out, and trust me brothers and sisters, not by the school yard bully but by an organized, well financed movement with a master plan...to stamp out 100 years of worker rights as if they were nothing more than an annoying bug." The delegates erupted in cheers when O'Sullivan forcefully declared that "Our time is now. This is our call to arms!"

General Secretary-Treasurer Sabitoni also fired up the crowd with his convention address. He talked about what it takes to be a labor leader in 2011 and beyond, and how we must each continue to promote organized labor in the workplace. He said that "we must educate community leaders when new projects are planned to think Union First. We must educate politicians on both sides of the aisle to think Union First—including federal, local and provincial government agencies, the U.S. Postal Service and health care facilities, all to think Union First!" And finally, and perhaps most importantly he declared that "We must return public opinion to think Union First!"

All members of the General Executive Board were re-elected by acclamation, and then were sworn in by retired General Secretary-Treasurer Terry O'Sullivan Sr.



LIUNA General President
Terry O'Sullivan addressing
the convention



LIUNA General
Secretary-Treasurer
Armand Sabitoni

Installation of Officers



NPHMU Delegates



Guest Speakers

The delegates heard from a number of other distinguished speakers throughout the week, including AFL-CIO President Rich Trumka, Democratic strategist Donna Brazile, Secretary of Labor Hilda Solis, progressive commentator Ed Schultz, host of "Dirty Jobs" Mike Rowe,

NBA great Magic Johnson, Rep. Luis Gutierrez (D-IL), and many other Members of Congress, all of whom have continually demonstrated their commitment to, and support for, organized labor.

When the Convention business was concluded on Thursday, September 15, all of

the delegates left the Convention Hall with the knowledge that they had performed a valuable service to their members and to the labor movement in general by taking part in this important Union function.



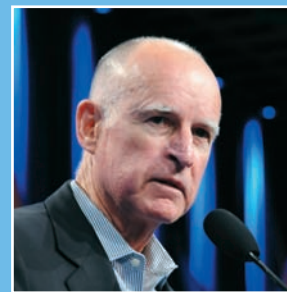
Nancy Pelosi (D-CA)



John Lewis (D-GA)



U.S. Secretary of Labor
Hilda Solis



Governor of California
Jerry Brown



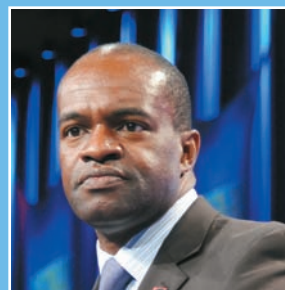
AFL-CIO President
Richard Trumka



Democratic Strategist
Donna Brazile



Progressive Commentator
Ed Schultz



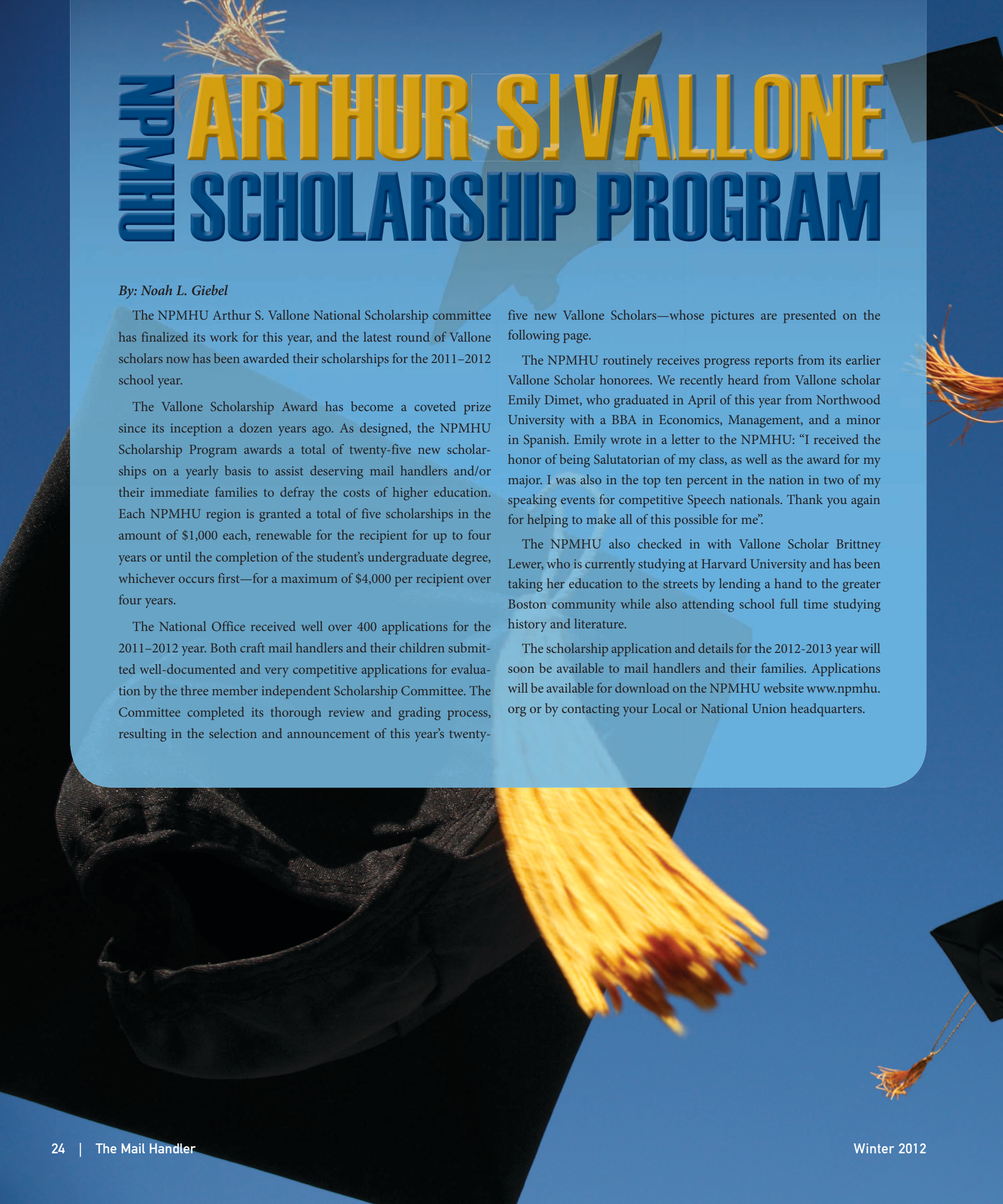
NFLPA President
Demaurice Smith



NBA Great Magic Johnson



Host of "Dirty Jobs"
Mike Rowe



NPMHU ARTHUR S. VALLONE SCHOLARSHIP PROGRAM

By: Noah L. Giebel

The NPMHU Arthur S. Vallone National Scholarship committee has finalized its work for this year, and the latest round of Vallone scholars now has been awarded their scholarships for the 2011–2012 school year.

The Vallone Scholarship Award has become a coveted prize since its inception a dozen years ago. As designed, the NPMHU Scholarship Program awards a total of twenty-five new scholarships on a yearly basis to assist deserving mail handlers and/or their immediate families to defray the costs of higher education. Each NPMHU region is granted a total of five scholarships in the amount of \$1,000 each, renewable for the recipient for up to four years or until the completion of the student's undergraduate degree, whichever occurs first—for a maximum of \$4,000 per recipient over four years.

The National Office received well over 400 applications for the 2011–2012 year. Both craft mail handlers and their children submitted well-documented and very competitive applications for evaluation by the three member independent Scholarship Committee. The Committee completed its thorough review and grading process, resulting in the selection and announcement of this year's twenty-

five new Vallone Scholars—whose pictures are presented on the following page.

The NPMHU routinely receives progress reports from its earlier Vallone Scholar honorees. We recently heard from Vallone scholar Emily Dimet, who graduated in April of this year from Northwood University with a BBA in Economics, Management, and a minor in Spanish. Emily wrote in a letter to the NPMHU: "I received the honor of being Salutatorian of my class, as well as the award for my major. I was also in the top ten percent in the nation in two of my speaking events for competitive Speech nationals. Thank you again for helping to make all of this possible for me".

The NPMHU also checked in with Vallone Scholar Brittney Lewer, who is currently studying at Harvard University and has been taking her education to the streets by lending a hand to the greater Boston community while also attending school full time studying history and literature.

The scholarship application and details for the 2012–2013 year will soon be available to mail handlers and their families. Applications will be available for download on the NPMHU website www.npmhu.org or by contacting your Local or National Union headquarters.

VALLONE SCHOLARS 2011-2012

CENTRAL REGION



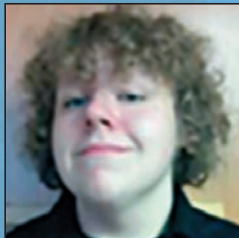
Travis Cory

CENTRAL REGION



Pascal Fernandes

CENTRAL REGION



Spencer Garrison

CENTRAL REGION



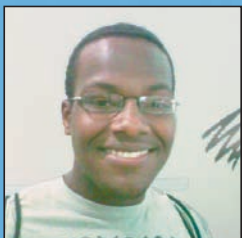
Joanna Kim-Dover

CENTRAL REGION



Salvador Reynolds

NORTHEAST REGION



Nicholas Barlow

NORTHEAST REGION



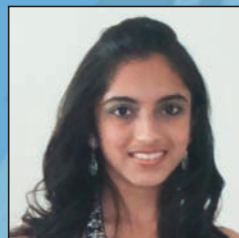
Juliet Degree

NORTHEAST REGION



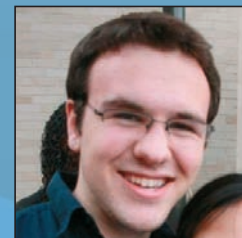
Maryam Khan

NORTHEAST REGION



Vrunda Parikh

NORTHEAST REGION



David Riemer

SOUTHERN REGION



Raymond Calvey

SOUTHERN REGION



Ivan Dixon

SOUTHERN REGION



Amira Matthews

SOUTHERN REGION



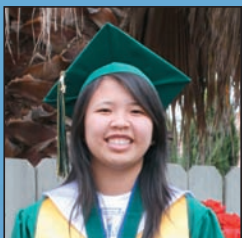
Jaclyn Pacheco

SOUTHERN REGION



Ian Taylor

WESTERN REGION



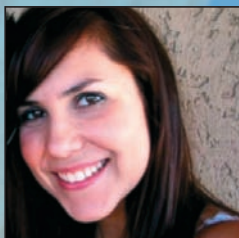
Minh Thu An

WESTERN REGION



Daniel Bronner

WESTERN REGION



Danielle Cano

WESTERN REGION



Jamelia Haughton

WESTERN REGION



Dhara Waghela

EASTERN REGION



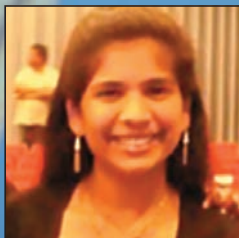
Joshua Carlson

EASTERN REGION



Alex Baumgardner

EASTERN REGION



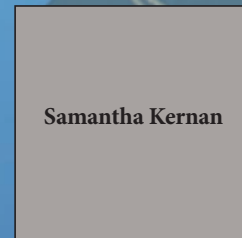
Ashley James

EASTERN REGION



Erin Kelley

EASTERN REGION



Samantha Kernan

Mail Handlers Across the Country

Local 301 members attend Town Hall meeting with Vermont Senator Bernie Sanders (I-VT)



National President John Hegarty and various Local 301 officers and members take a photo with Senator Bernie Sanders (I-VT) following Senator Sanders Town Hall Meeting.

Local 316 Installation of Officers



National President Hegarty administers the Oath of Office to the newly elected officers of Local 316. (l-r) Treasurer Irene Lowery, Vice President Leonard Ebio, President Don Sneesby, SEBM Gene Rezac, and Recording Secretary Deborah Retter

Local 300 Stamford meetings welcomes Congressman Christopher S. Murphy (D-CT)



Congressman Christopher S. Murphy accepts a check from the NPMHU Political Action Committee. Presenting the check were (l-r) Connecticut SEBM Tom Ruther, National President John Hegarty, Representative Christopher S. Murphy (D-CT), Local 300 President, and Northeast Regional Vice President Paul Hogrogian, Legislative and Political Director Bob Losi, Stamford Branch President Don Utz, and Local 300 Treasurer Kevin Tabarus.

NPMHU Local 305 Picnic, Lynchburg, VA



National President John Hegarty and Eastern Regional Vice President Sam D'Ambrosio joined Local 305 President Kenny Hayes and other officers and members at the Lynchburg, VA Picnic.

Local 323 Installation of Officers



National President John Hegarty and National Secretary Treasurer Mark Gardner attend the Local 323 Installation of Officers ceremony in St. Paul, MN. (l-r) National President John Hegarty, Branch President St. Paul Mike Straiton, President Jeff Larsen, Branch President St. Paul Doug Vitek, Treasurer John Frey, Minnesota State Executive Board Member Shane Ryden, Vice President Kathy Shultz, Recording Secretary and Branch President Minneapolis Dean Abatte, North Dakota State Executive Board Member Brock Engstrom, Branch President Fargo Gary Tollefsrud, and National Secretary-Treasurer Mark Gardner

Mail Handlers Across the Country

Local 320 Installation of Officers



Local 320 officers gather for a photo following the reading of the Oath of Office by National President John Hegarty. Standing (l-r) Branch President Phoenix David Cano, National President John Hegarty, President and Western Region Vice President Rudy Santos, Vice President Ace Balderama, Branch President Tucson Raymond Santoro. Seated (l-r) Arizona State Executive Board Member Madelyn Puricelli, Recording Secretary Susanna Paniagua, and Treasurer Laurie Hernandez.

Local 303 Installation of Officers



Seated (l-r) National Secretary Treasurer Mark Gardner, President Eddie Cowan, Vice President Jose Alvarado, Recording Secretary Brenda S. Thompson, Treasurer Van Cunningham, California State Executive Board Member David Castillo, Nevada State Executive Board Member Eric Schneider, Branch President Moreno Valley Kathleen McNeil, Local 320 President and Western Region Vice President Rudy Santos. Standing (l-r) Branch President Pasadena Odvaldo Quintana, Branch President Santa Ana Benito Araiza, Branch President Anaheim Sirena Fisher, Branch President Santa Barbara Daniel Ortega, Branch President Las Vegas William Roux, Branch President Los Angeles Javier Valencia, Branch President San Diego Ronald Williams Jr., Branch President Los Angeles Gary Doss, Branch President Van Nuys/St. Clarita Christopher Gayles, Branch President Long Beach Sheryl Culp, Branch President San Bernardino Larry Hall, Branch President Industry P&DC Tim Cabot.

November 5th Local 332 Installation of Officers



(l-r) Provo Branch President Kirk Garrett, Vice President Bob McFall, Recording Secretary Edvina Tesch, State Executive Board Member James Smith, Treasurer Rob Greenwell, President Woody Hendrickson, Salt Lake City Branch President Steve Jensen, and Western Region Vice President Rudy Santos.

Local 306 Shop Stewards Training



Local 306 President and Central Region Vice President Jefferson Peppers III, National Trainer and Eastern Region Vice President Sam D'Ambrosio and Local 300 President and Northeast Vice President Paul Hogrogian hosted a Shop Stewards training in Chicago.

A Holiday Gift that keeps on giving — exclusively for NPMHU members!



New UNION PLUS PREPAID VISA DEBIT CARD

keeps you and your family on your holiday budget, and beyond. Manage your money safely and easily this holiday season.

- No hidden fees.
- No credit check required.
- Free direct deposit.
- 5.10% APY savings account [†]
- Instant access to your money via mobile phone, the web, or ATMs worldwide
- To apply call **1-855-247-7348** or visit **MyUnionPrepaid.com**

This is just one of 40 money-saving NPMHU Union Plus benefits. Learn about discounts on AT&T wireless, flowers, movie tickets, computers and more. Visit:

UnionPlus.org



The Union Plus prepaid VISA card and savings accounts are issued by Inter National Bank, member FDIC, pursuant to a license from VISA USA, Inc. Additional services are provided by Rev North America. Use of the Card is subject to funds availability. Fees, terms and conditions apply. See the Cardholder Agreement for details. All trademarks, service marks and registered marks are the properties of their respective owners.

[†]Interest is calculated on the average daily balance of your Savings Account and paid monthly. Annual Percentage Yield ("APY") is accurate as of November 1, 2011. The APY advertised applies only to the portion of your Savings Account balance which is \$5,000.00 or less. An APY of 0.10% will be paid on the portion of your Savings Account balance which exceeds \$5,000.00. Fees may reduce the earnings on your Savings Account. This is a promotional rate and is subject to change without notice. A minimum of \$1.00 is necessary to open your Savings Account. A limit may be placed on the maximum amount of funds you can deposit into your account. This limit may be exceeded by interest accruing on the funds. The limit may be changed from time to time.

The Union Plus prepaid card and savings accounts are issued by Inter National Bank, member FDIC, pursuant to a license from VISA USA, Inc. Additional services are provided by Rev North America. Use of the Card is subject to funds availability. Fees, terms and conditions apply. See the Cardholder Agreement for details. All trademarks, service marks and registered marks are the properties of their respective owners.