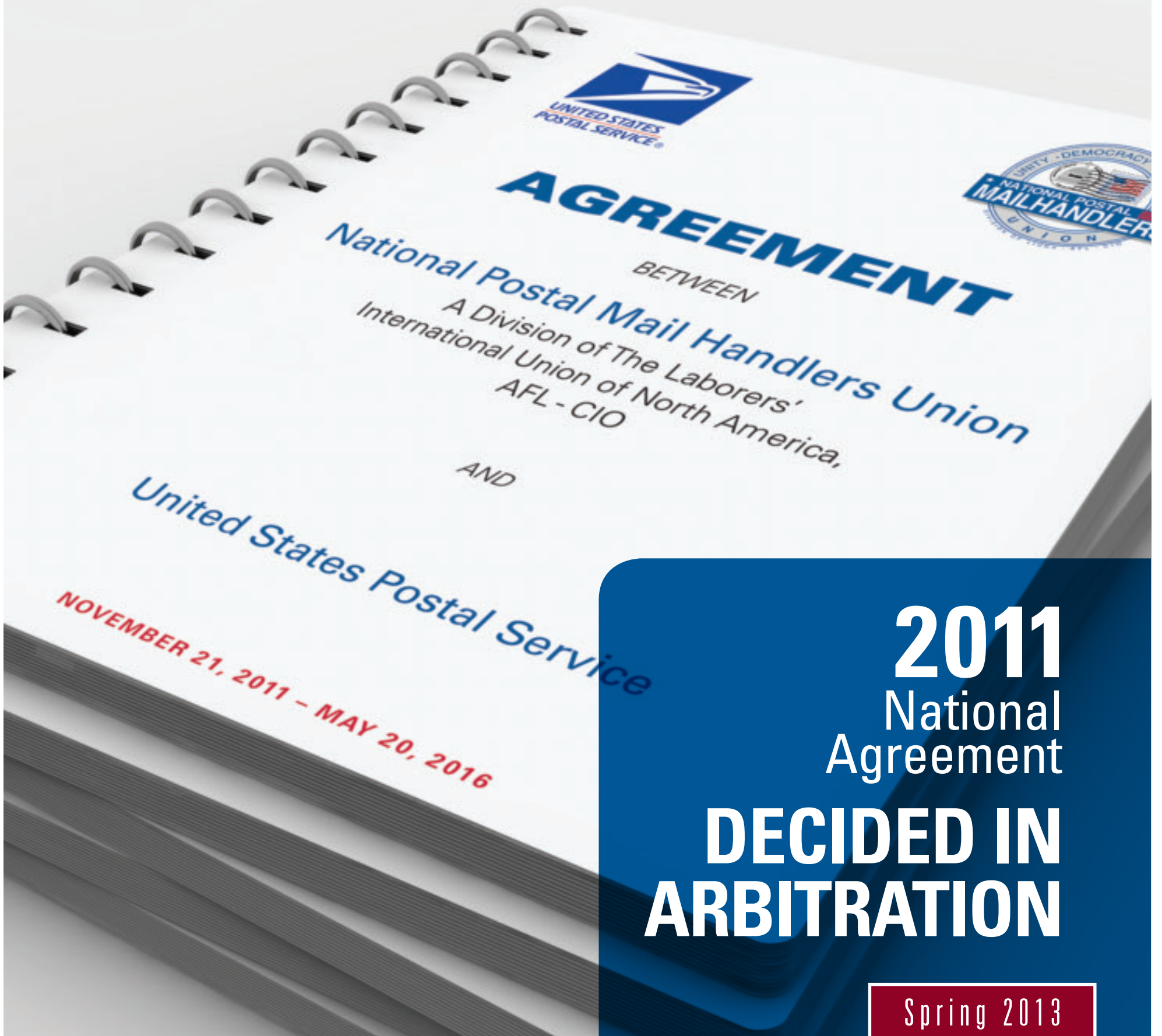


# The Mail Handler



**2011**  
National  
Agreement  
**DECIDED IN  
ARBITRATION**

Spring 2013

# The Mail Handler

The Quarterly Publication of the National Postal Mail Handlers Union

Spring 2013

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## National Postal Mail Handlers Union

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National Postal Mail Handlers Union

## PRESIDENT'S REPORT

# THE BEAT GOES ON

Dear Members,

**A**s the song title says, “the beat goes on.” Both the United States Congress and the Postmaster General have been marching to their own “beat” for several years now. In Congress, it’s all about the ongoing battles to enact meaningful postal reform legislation. With the Postmaster General, it’s his ongoing attempts to ruin the brand.

One would think that simple issues, like refunding the money that the Postal Service has overpaid on its pension obligations and fixing the ridiculously overaggressive funding for retiree health care, would be no-brainers. Well, maybe that’s true, as some legislators on Capitol Hill actually are acting like they don’t have a brain. We need to ramp up the pressure on our legislators to stop the partisan bickering, and to get the job done on postal reform.

In the meantime, the USPS leadership over at L’Enfant Plaza is doing its darndest to drive away customers, and to ruin service. Eliminating overnight delivery for first-class mail, closing hundreds of mail processing plants, and cutting out Saturday delivery will all cause postal customers to look elsewhere for ways of communicating with their customers. Some have already begun experimenting with private delivery companies, and others have threatened to switch to a different form of communications such as the Internet. The Postal Service should be looking to grow



JOHN F. HEGARTY, National President

the business, rather than cutting service. We are working hard with our friends on Capitol Hill to stop these ill-advised plans.

Not all of the news is bad news, however, as we now have a new 2011 National Agreement after almost two years of hard work. We were forced to resort to binding arbitration to secure a decent package, but in the end, I believe we did as well as could be expected given the circumstances. Your National Executive Board, the entire Contract Administration Department, and the NPMHU legal advisors worked diligently over a long period of time to seek the best possible outcome. They did a great job, and it shows. Please review the in-depth

**“We need to ramp up the  
pressure on our legislators  
to stop the partisan  
bickering, and to get the job  
done on postal reform.”**

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article in this issue for more information on the Fishgold Arbitration Award.

Going forward, we still face some significant challenges. In addition to the legislative and organizational battles referred to above, companies in the private sector are still scheming to get their hands on the profitable portions of the Postal Service, while ruining service for the remainder of the citizens of the United States. One example of this is the recent so-called “independent” study which recommends eliminating all mail handlers and clerks, and subcontracting our job duties to the private sector. Hardly “independent,” it turns out that this study was funded by Pitney Bowes, a company who would most likely profit from such an

arrangement. Rest assured, this unacceptable report will not go unchallenged.

In conclusion, let me take this opportunity to thank you for your membership in our great Union, and for your continued support, as we work hard to ensure not only the survival of our Union and the protection of our jobs with the Postal Service, but also to save the Postal Service from itself so that all Mail Handlers are able to continue their great service to the American people.

Fraternally

**John F. Hegarty**  
National President

“The Postal Service should be looking to grow the business, rather than cutting service.”

## \* TAKE AN ACTIVE ROLE IN THE LEGISLATIVE PROCESS.

Register for NPMHU Action Alerts to receive the most up-to-date information available on the US Congress, including details on important legislative initiatives that are critical to Mail Handlers, and to help facilitate contact with members of Congress. You are encouraged to also visit the NPMHU Legislative Center at [www.npmhu.org](http://www.npmhu.org). In this section of the NPMHU web site, you will find an important array of tools at your disposal so that you can easily take an active, grass-roots approach to the legislative process.

**Help protect our future; take the time to get involved.**

## Why Interest Arbitration?

Binding interest arbitration is the final step in the dispute resolution process set forth in Section 1207 of Title 39 of the United States Code (the Postal Reorganization Act, as amended).

For the 2011 round of national collective bargaining, negotiations between the NPMHU and the Postal Service formally commenced on August 30, 2011. Originally scheduled to end on November 20, 2011, which was the expiration date of the previous 2006 National Agreement, negotiations were extended several times by joint agreement of the parties. It was not until late January 2012 that the Postal Service declared impasse; at the same time, the parties agreed to discuss the adoption of dispute resolution procedures.

The statute governing postal negotiations sets out a flexible process for ultimately determining the terms and conditions that will become part of the 2011 National Agreement. Most critically, the parties at the National level are given the joint statutory authority to establish dispute resolution procedures. If no agreement is reached, however, the default provisions of Section 1207 control. As it turned out, the NPMHU and the Postal Service agreed to a process that essentially followed the terms of Section 1207, albeit with a longer time frame.

Under Section 1207, if the parties are unable to reach agreement on a dispute resolution process, the statutory procedure is controlling. First, the Director of the Federal Mediation and Conciliation Service appoints a mediator of nationwide reputation and professional stature, who is also a member of the National Academy of Arbitrators. The parties are required to cooperate with the mediator in an effort to reach an agreement, and are required to meet and negotiate in good faith at such times and places that the mediator, in consultation with the parties, directs. Thereafter, if no agreement is reached with the assistance of the mediator, an arbitration board is established "consisting of 3 members, 1 of whom shall be selected by the Postal Service, 1 by the bargaining

*Continued on page 6*

# 2011 National Agreement: THE FISHGOLD ARBITRATION AWARD

**T**he primary focus of the NPMHU's National Office during the past six months obviously has been on the interest arbitration proceedings that were held before the Fishgold Arbitration Panel to determine the terms of the NPMHU's 2011 National Agreement with the Postal Service. That Award was dated February 15, 2013 (released on February 19, 2013), and is now being implemented by the parties.

The Fishgold Arbitration Award contains seventy-two pages of analysis and contract changes. All mail handlers are urged to review the document, which is accessible on the NPMHU website and has been mailed to all Local Union representatives. As a summary, however, the award is based on several important principles:

First, with regard to current career employees, the Award establishes a series of three general wage increases and seven COLAs or cost of living adjustments, all to be paid to career employees over the next three years, by early 2016. It also institutes an immediate upward adjustment in night differential, for the first time since the 1990s. And it provides full no-layoff protection for all career mail handlers who were hired on or before November 20, 2011.

Second, in the larger postal installations with at least 200 workyears of employment (in which more than 95% of mail handlers work), all part-time flexible employees must be converted to full-time regular status no later than 180 days after the effective date of the Award. In the future, PTFs will be allowed only in the smaller installations.

Third, with regard to workforce flexibility, the Award grants the Postal Service the authority to employ additional employees with lower salaries and no fixed schedule. In particular, the Award allows the Postal Service to hire no more than 5% casuals by installation and to hire an additional 15% by district (20% by installation) of mail handler employees into Mail Handler Assistant (MHA) positions, a new category of employee that is noncareer, but covered by the National Agreement and part of the NPMHU bargaining unit.

More details were included in the summary of the Award that was circulated by the National Union soon after its release.

**The Award fully protects the jobs and careers and living standards of all 42,000 career mail handlers now employed by the Postal Service. After a two-year wage freeze, it restores, starting in November 2013 and continuing through May 2016, the historic pattern of annual general wage increases and semi-annual cost-of-living adjustments for all current mail handlers. In particular, the Award contains three general wage increases for all career employees—1.0% in November 2013, 1.5% in November 2014, and 1.0% in November 2015—as well as seven COLAs to be paid from March 2014 through March 2016. These wage and COLA increases follow the pattern previously established by the negotiated contract governing the American Postal Workers Union, and by the arbitrated contracts governing the National Rural Letter Carriers Association and the National Association of Letter Carriers.**

The Award also continues the pattern, starting next year, of increasing employee contributions toward health insurance by 1% per year; and it includes, effective immediately, a small upward adjustment in night shift differential (of 7 cents per hour) and of clothing allowance. The Award also provides full no-layoff protection, consistent with prior practice, for any and all career mail handlers hired on or before November 20, 2011.

At the same time, the Award substantially changes the workforce that will be allowed to perform mail handler work in the future. In the larger facilities, all part-time flexible employees will be converted to full-time regular, the number of casuals will be reduced to 5.0%, and a new category of bargaining

*Continued from page 5*

representative of the employees, and the third by the 2 thus selected.” If the members chosen by the parties fail to agree on the third person, the selection of the third person shall be made from a list of names provided by FMCS. This list would consist of at least nine names of arbitrators of nationwide reputation, who also are members of the National Academy of Arbitrators, and whom the Director has determined are available and willing to serve. The arbitration board must give the parties a full and fair hearing, including an opportunity to present evidence in support of their claims. Decisions of the arbitration panel are conclusive and binding upon the parties.

In accordance with the agreement of the parties, the dispute between the NPMHU and the Postal Service first headed to mediation. The mediation was conducted by Herbert Fishgold, who was appointed by the FMCS as the mediator for the NPMHU/USPS dispute. As required by statute, Mr. Fishgold was “a mediator of nationwide reputation and professional stature, . . . who is also a member of the National Academy of Arbitrators.” Indeed, 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.

Importantly, the mediator does not have the power to issue binding settlements or resolutions, and thus could not compel the parties to reach an agreement. Rather, the mediator serves as a facilitator of discussions, making suggestions to the parties in an effort to keep the dialogue and process of negotiations moving forward.

Efforts to reach an agreement during mediation ultimately failed, in June 2012. Thus, the parties proceeded to the arbitration phase of the process. The arbitration was conducted under the supervision of a three-member panel, with a

*Continued on page 7*

unit employee will be created. More specifically, these changes include the following:

- **Within 180 days of the Award (by August 14, 2013), all current part-time flexible employees working in the larger postal installations (those with 200 or more workyears of employment) will be converted into full-time regular employees. Part-time flexible mail handlers still working in smaller facilities can apply to transfer to a larger installation, and if the application is granted, be converted automatically to full-time regular status, although the part-time flexible status will remain for mail handlers in the smaller installations.**
- **Rather than the current 12.5% casual employees who are outside the NPMHU bargaining unit, the Award establishes a workforce that is no more than 5.0% casual employees, measured and counted by installation. This reduced number of casuals will now be authorized to work without being restricted by the “in lieu of” clause under Article 7.1B of the National Agreement, with each individual casual allowed to work up to 360 days per year.**
- **The Award creates a new category of noncareer mail handler employee called the Mail Handler Assistant, or MHA. The MHA category will serve as the entry point for all future career mail handlers to be hired by the Postal Service. A maximum of 15% of mail handlers in any district may be MHAs, with a cap of 20% in any particular installation. Unlike casuals, MHAs will be members of the NPMHU bargaining unit, will be hired based on the postal exam and other routine hiring criteria, and will be eligible for conversion to career status based on their relative standing. Although MHAs will work flexible hours and may be separated for lack of work, many other provisions of the National Agreement will apply to their employment, and the Union will be able to represent them in the grievance and arbitration process. Starting pay for new MHAs has been set at \$13.75 per hour at Level 4 and \$14.50 per hour at Level 5, but those amounts will be increased by a total of 7% during the remaining years of this Agreement. MHAs also will have limited access to subsidized health insurance in accordance with the Affordable Care Act.**
- **Significantly, future career employees (those hired after February 15, 2013) will be placed on a revised pay scale that reduces entry pay, but contains seventeen step increases of more than \$1,300, providing guaranteed increases in pay every 52 weeks, with top pay at Step P being precisely the same of current career mail handlers. The wage scale governing future career employees will continue to be adjusted upward**

**by general wage increases and COLA increases, although the COLA before top Step P will be proportional to Step P. The USPS demand for a permanent two-tier pay scale was rejected by the Fishgold Arbitration Award.**

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

The day after the Fishgold Arbitration Award was released, National President Hegarty held a nationwide conference call with the leadership of the entire CAD and all of the Local Unions. He noted that the Arbitration Award followed from fifteen months of work by the NPMHU, including its National Officers, the National CAD, its legal staff, and a series of expert witnesses and consultants who diligently prepared the union’s case for the interest arbitration proceeding. Then, in addition to summarizing the major provisions of the seventy-two page Award, he added the following thoughts:

**First, the Award is quite complicated, with significant changes to Articles 7 on workforce structure, Article 9 on wages, and Article 12 on seniority and reassignments. The Award also will change some of the routine practices of the Local Unions, including most notably the enforcement of casual restrictions and the organizing of new members at orientation programs. So this is not one of those awards that the Union, at any level, can simply say—“good, we got a bunch of wage increases and COLAs coming, and we don’t have to worry about the rest of the contract until a problem arises.”**

**Second, when an arbitration panel writes an Award of more than 70 pages, especially one with lots of new language, it is inevitable that there will be uncertainty about the meaning of certain provisions. We already have identified a few, and there will be others. This is especially true for this award. Indeed, the panel diverted or referred a couple of the most contentious issues to a task force or a committee. This is why**

Continued from page 6

neutral arbitrator serving as chair of the panel. The parties utilized a striking procedure to select their neutral, after obtaining a list of nine names from the FMCS; interestingly, the neutral selected under this striking procedure was none other than Herbert Fishgold, who had just completed his service as the parties' mediator. Robert Dufek was named by the Postal Service to serve as the USPS-appointed member. Dufek works in USPS Labor Relations as the Manager for Strategic Decisions, and before that was in private legal practice representing the Postal Service. The NPMHU named Robert Weinberg to serve as the NPMHU-appointed member; Weinberg is the senior member of the law firm of Bredhoff & Kaiser, PLLC, which is also the home of NPMHU General Counsel Bruce Lerner.

Hearings in the interest arbitration proceedings began in October 2012, and continued for multiple days through and including February 1, 2013. During the three and one-half months occupied by the arbitration hearing, there were several note-worthy developments. First, Congress failed to adopt any legislative solution to the dire financial circumstances facing the Postal Service, which have been caused by a combination of the electronic diversion of first-class mail and the continuing financial burdens imposed on the Postal Service by overpayments to federal pension programs and required, but unmade payments to the Retiree Health Benefits Fund. Second, in early January 2013, the Das Arbitration Panel issued its final and binding decision over the terms of the 2011 National Agreement between the National Association of Letter Carriers and the Postal Service. This Das Arbitration Award played a large role in the remaining hearings between the NPMHU and the Postal Service.

The final decision of the Fishgold Arbitration Panel was dated February 15, 2013, although it was not released until February 19, 2013. Its terms are final and binding on all parties, and establish the terms and conditions of employment for all mail handlers through at least May 20, 2016.



**we have experienced union representatives, and why we have lawyers—to deal with these issues. The award undoubtedly will make all of us busier in the coming weeks and months.**

**Third, to understand the Award in the proper context, you have to recall the history of this round of bargaining:**

a. The APWU and the Rural Carriers had contracts that expired in November 2010. During that next year, while we and the city carriers received another set of wage increases and COLA increases—for us, 1.2% plus \$998 in COLA—the APWU and the Rurals got nothing. In May 2011, the APWU reach a negotiated agreement, accepting a two-year wage freeze; a one year elimination of COLA and a one-year deferral of COLA; a continuation of 1% increases in health insurance contributions by employees; a new non-career employee called the PSE or Postal Support Employee; a two-tier wage scale for future career hires, with a large reduction in top pay; and a system of cutting hours below 40 per week for career employees in the guise of Non-Traditional Full-Time employees or NTFTs. PSEs are generally set at 20% per District, but in reality, because the Postal Service does not use its full complement of PSEs in retail operations, and the APWU contract allows that excess to be hired as mail processing clerks, the clerk craft has well more than 20% PSEs in each plant where mail handlers work. In fact, many plants are well above 30% already.

b. The Rurals followed, but went to arbitration, with a final decision issued in July 2012. The Rurals received essentially the same pattern on wages, COLAs and health insurance. They also have always had a much larger percentage of non-career employees than the other three major crafts.

c. The NALC or city carriers went to arbitration, with a decision issued by Arbitrator Das in early January 2013. It also contained the general wage and COLA and health insurance pattern,

but the NALC was able to get its arbitration panel to reject the two-tiered wage scale, along lines similar to the approach included in the Fishgold Award.

It therefore is not surprising that the NPMHU was trying in arbitration to avoid some of the most objectionable aspects of the prior contracts and awards, and I think we have been able to do so. Notably, we avoided non-traditional full-time assignments; we avoided a permanent two-tiered wage system; and we avoided the counting of non-career employees only by District.

Already, the National CAD is working diligently to implement the Fishgold Award. The parties at the National level are working on a series of Questions and Answers for release, to provide mail handlers and managers with joint interpretations of various aspects of the Award. The Article 12 Task Force is meeting to discuss the issues remanded to the parties, and the National CAD is monitoring the enforcement of the casual and MHA restrictions, including implementation of the Letter of Intent that the Fishgold Award included to govern the so-called “Transition Period” established for the 180 days ending on August 14, 2013. And all levels of the NPMHU are focusing their attention on welcoming all newly-hired MHAs into the mail handler bargaining unit.

Thus, the Fishgold Arbitration Award has provided a long-awaited end to fifteen months of work by the NPMHU, including its National Officers, the National CAD, its legal staff, and a series of expert witnesses and consultants who diligently prepared the union's case for the interest arbitration proceeding. The Award fully protects the jobs of all current mail handlers, and provides a series of wage and other improvements. At the same time, the Award has generated a new era in NPMHU history, with newly hired MHAs joining a bargaining unit of career mail handlers. These new MHAs have every expectation that they too will be given the opportunity to be full-time career employees for the remainder of their USPS careers.

The NPMHU thanks the entire membership for its continuous patience and support during this lengthy and sometimes frustrating 2011 round of negotiations.

MEETING OF  
*The Local Unions*  
 HELD IN **LAS VEGAS**

**MAIL HANDLER REPRESENTATIVES  
 GATHER FOR MEETING AND TRAINING PROGRAM**

Officers and representatives from nearly every NPMHU Local Union gathered in Las Vegas, Nevada in early April to participate in the semi-annual meeting of the Local Unions. Also in attendance at this event were members of the National Executive Board, 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 largely on issues related to the recently issued Fishgold Interest Arbitration award. President Hegarty provided an in-depth analysis of the key economic and work rule terms provided for in the Fishgold decision. In addition,



*Local 303 President Eddie Cowan welcomes the SAMLU attendees to Las Vegas*

there was a comprehensive review of the NPMHU 2011 arbitrated National Agreement as it relates to the new employment category of Mail Handler Assistant (MHA), and the logistics and importance of a nationwide effort to organize the new MHA Mail Handlers into the NPMHU. The assembled representatives discussed many of the issues that will surface as a result of the new MHA Mail Handlers. President Hegarty led discussions and provided a general review of some common MHA Questions-and-Answers, but noted that a final joint Q&A document addressing issues relative to the MHA Mail Handler is not yet

finalized. The MHA Q&A will be distributed to the field upon completion.

President Hegarty also reported on Congressional activity and possible legislation in the new 113th Congress, leading a discussion regarding the importance of the May 2013 NPMHU Legislative Conference and related lobbying efforts that will address, among others, the following issues: a review of USPS ongoing efforts to implement the reduction from six- to five-day mail delivery; and USPS efforts and timetables to implement closures and consolidations of many of its mail processing facilities.

President Hegarty concluded his report with comments on several other topics, including: a white paper recently issued by a so-called "independent" study panel, funded by Pitney Bowes, which recommends an ill-advised hybrid privatization of the USPS; updates on the USPS automation programs, including a discussion on the Flats Sequencing System (FSS); and a report on recent activities from the NPMHU Committee on the Future.

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 quarter ending December 31, 2012; an updated presentation and analysis related to Mail Handler complement, regular and associate membership trends, and revenue projections and allocation among our Union's affiliated organizations; a review and discussion of issues related to the NPMHU Revenue Sharing Program; and a report on scheduled NPMHU national meetings.

The attendees heard a report from NPMHU Legislative and Political Director Bob Losi on various important legislative and political efforts. This was fol-



*National President John Hegarty opens the SAMLU meeting*



*SAMLU attendees*



*Local Union SAMLU attendees*



## NATIONAL EXECUTIVE BOARD



*Western Region Vice President and Local 320 President Rudy Santos*



*Southern Region Vice President and Local 318 SEBM Lawrence Sapp*



*National Secretary-Treasurer Mark Gardner*



*National President John Hegarty*



*Northeast Region Vice President and Local 300 President Paul Hogrogian*



*Central Region Vice President and Local 306 President Jefferson Peppers III*



*Eastern Region Vice President and Local 305 President Kevin Fletcher*



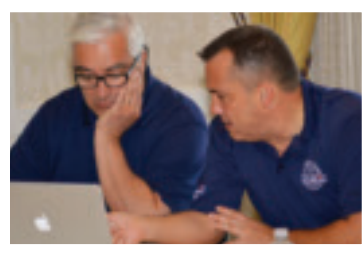
*NPMHU SAMLU begins*



lowed by a report from General Counsel Bruce Lerner on litigation and other pending legal matters involving the NPMHU National Union. Finally, National Shop Steward Trainer Sam D'Ambrosio was joined by Northeastern Region Vice President Paul Hogrogian to provide an update and lead a discussion on activities related to the NPMHU/USPS Article 12 Task Force.

On day two of the meeting, the attendees heard a comprehensive report and discussion from Coventry's Director of National Accounts Brad Corban and Vice President of National Accounts Al DiLeo on the status of the Mail Handlers Benefit Plan (MHBP). That report covered various topics, including a recap of activities and results from the recently concluded FEHBP open season period, a report on various service initiatives, and a preview of strategies and logistics to be pursued in the coming year.

Contract Administration Department Manager Bill Flynn then provided a full report and entertained questions and comments from various attendees on the activities of the Contract Administration Department since the last meeting of the Local Unions. Brother



*Legislative and Political Director Bob Losi with Local 316 President Don Sneesby*

Flynn's presentation was based on the written report that was circulated at the meeting (and which is being distributed on CD to all NPMHU Officers and Stewards) and included the following topics: arbitration over the 2011 National

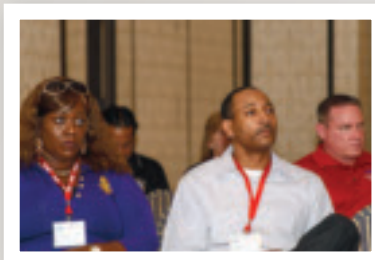


*Retiring National CAD Manager Bill Flynn is joined with members of his home Local 301*

Agreement; the release of the Fishgold Arbitration Award; the NPMHU/USPS Contract Interpretation Manual; an update on the 2012 Voluntary Early Retirement (VER) option; updates regarding Handbook F-15-C and involuntary relocation procedures; a review of the restructuring of the Regional CAD offices; an update on the Regional arbitration panels; a QWL Update; a brief review of the Modified Arbitration Process (MAP) and the Article 12 Task Force; a review of USPS efforts related to Network Optimization and consolidation or closing of postal plants; information about mail processing network changes; initiatives of the Postal Regulatory Commission; a review of RI-399 jurisdictional disputes; information regarding the APWU Lead Clerk position; a review of cases pending national arbitration; notice regarding the NPMHU Union Time publication; matters related to safety and health; an update regarding both the Voluntary Protection Program (VVP) and the Ergonomic Risk Reduction Process (ERRP); a review of the Safe and Secure Campaign; and an update regarding Step 4 grievance appeals.



*NPMHU Local Union Presidents*



*Local 334 Recording Secretary Tracei Ealey and Local 334 Vice President Anthony Shell*

which is a subset of the NPMHU/USPS joint Task Force on Discipline. The MAP process was designed to both expedite the adjudication of cases pending arbitration, and to maximize the cost efficiency of the overall process. The program has been met with tremendous success in the seventeen NPMHU Local Unions that now participate in the MAP program.

At the conclusion of the second day, President Hegarty asked the attendees to join him in congratulating MHBP Executive Director Ken Nickels who is retiring from that position after ten years. The attendees showed their appreciation with a raucous round of applause acknowledging Ken's great work leading the MHBP office in Washington, DC. President Hegarty also led a tribute honoring the career of NPMHU Contract Administration Department Manager Bill Flynn as he closes out his 20-years of ser-



*NPMHU Local 303 SAMLU representatives*

National Shop Steward Trainer Sam D'Ambrosio and CAD Representative Tim Dwyer provided a comprehensive report on activities related to the Modified Arbitration Process (MAP) pilot program,

vice working at the NPMHU National Headquarters. Retirement presentations were made and countless attendees took the floor to share memories and to convey best wishes to Brother Flynn.

Beginning on the second day of the meeting, and continuing through the third and final session of the SAMLU, the assembly participated in a comprehensive training program regarding strategies related to the upcoming Article 30 Local Memoranda of Understanding (LMOU) negotiations period. This local negotiations period is provided for in the February 15, 2013 Fishgold Arbitration Award. The training program was presented by a training team comprised of: Northeastern Region Vice President and Local 300 President Paul Hogrogian; CAD Manager Bill Flynn; CAD National Representatives TJ Branch and Tim Dwyer; and National Shop Steward Trainer Sam D'Ambrosio. During the training session, the body discussed strategy and procedures for conducting LMOU negotiations, the timing of negotiations and post-bargaining impasse procedures including Regional/Area level appeals and impasse arbitration.

The trainers led discussions on each of the 20 negotiable items enumerated in Article 30.2 including: formulation of a local leave program; light duty assignments; wash-up time; guidelines for curtailment of Postal operations in cases of emergency; applications of the Overtime Desired List (ODL); the identification of assignments comprising a section when it is proposed to reassign within an installation, employees excess to the needs of a section; employee parking; leave policy when usage is to attend a Union activity; definition of a section; and Local implementation issues relating to seniority, reassignments and posting. The workshop addressed a host of issues that were also reduced to writing and distributed in hard copy to all attendees.

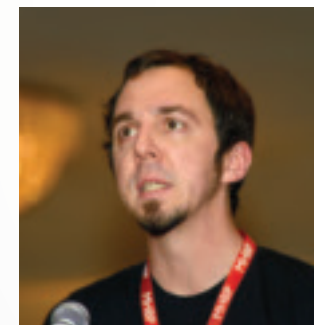
By all accounts, this Meeting of the Local Unions and LMOU training program were productive gatherings, and provided all attendees the opportunity to increase their understanding of important issues affecting the NPMHU, its officers, and members. The next semi-annual gathering will take place in Chicago in August of this year.



*Local 311 President Larry Gibson*



*Local 303 Vice President Jose Alvarado*



*Local 315 Mt Hood Branch President Colin Moore*



*Local 323 President Jeff Larsen*

# NPMHU LMOU Training



*National Trainer Sam D'Ambrosio*



*Northeastern Region Vice President Paul Hogrogian engages a member on an LMOU question.*



*National CAD Representative Tim Dwyer discusses LMOU procedures with the SAMLU attendees.*



*Local 307 SEBM Rita Tripp with an LMOU question directed to the panel.*



*Local 330 Vice President John Regis*



*Local 300 Vice President Robert Blum*

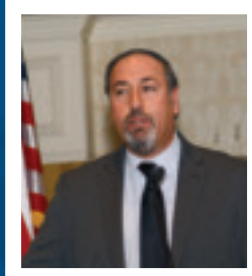
*MHBP Manager National Accounts Brad Corban (top) and Coventry Director Al Dielo (bottom) discuss the health plan with the SAMLU attendees*



*Local 319 President James Rosso*



*Local 302 Treasurer Tony Coleman*



*Local 302 President Ernie Grijalva*

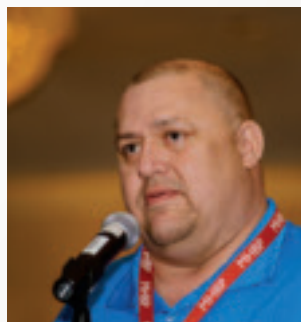


*Local 334 President Arthur Perry*

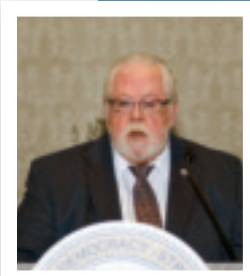
*Legislative and Political Director Bob Losi discusses political strategy*



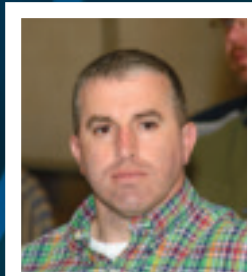
*Local 310 President Andy Badilishamwalimu*



*Local 321 President Don Gonzales*



*Retiring National CAD Manager Bill Flynn delivers his final SAMLU CAD Report.*



*Local 301 Vice President Daniel St. Marie*

# 113th CONGRESS REORGANIZES

## LEGISLATURE REMAINS SPLIT: DEMOCRATS IN THE SENATE, REPUBLICANS IN THE HOUSE

**T**he 113th Congress has reorganized, with several key issues of concern to mail handlers to be addressed during the coming months and years. Officially, the new Congress was sworn in on January 3, 2013, several weeks before President Obama was inaugurated for his second term. A total of 98 Members of Congress were newly elected, 84 in the House of Representatives and 14 in the Senate. This 113th Congress is under a tremendous amount of pressure to improve upon the disastrous record of its predecessor, the 112th Congress, which has been named the do-nothing Congress because by most accounts it was the least productive session in the modern political era.

As noted, the November 2012 national elections made clear that President Barack Obama and his administration would continue to control the executive branch, while the Democratic Party majority in the Senate also would remain in place (with a split of 55-45). But the elections also confirmed the majority status of the Republican Party in the House of Representatives, albeit with a slightly smaller margin (the Republicans lost ten seats, creating a majority margin of 232 to 200, with 3 vacancies).

### THE 113TH CONGRESS

As a result of these changes, the new Congress also has instituted some significant changes in its substructure, including changes on the major committees with jurisdiction over legislation relevant to the Postal Service, mail handlers, and other postal employees.

In the Senate, the crucial postal issues primarily fall within the jurisdiction of the Senate Committee on Homeland Security and Governmental Affairs. Last year's chairman and ranking minority member have moved on (Senator Joseph Lieberman (I-CT) to retirement, Senator Susan Collins (R-ME) to other committees), so the full Committee is controlled by its new chairman, Senator Tom Carper (D-DE) and its new ranking minority member, Senator Tom Coburn (R-OK). Senator Carper has made clear that postal reform issues will be handled by the full Committee, rather than a Subcommittee, so Senators Carper and Coburn will have the most influence over all of the postal issues.

Here are the other members of the full Senate Committee during the 113th Congress, covering all of 2013 and 2014. You will certainly notice that the Committee membership is dominated by smaller, rural, less urban states, with a full complement of two Senators from Wisconsin:

### Senate Homeland Security and Governmental Affairs

#### DEMOCRATS

Tom Carper (DE), Chair  
Carl Levin (MI)  
Mark L. Pryor (AR)  
Mary L. Landrieu (LA)  
Claire McCaskill (MO)  
Jon Tester (MT)  
Mark Begich (AK)  
Tammy Baldwin (WI)  
Hiedi Heitkamp (ND)

#### REPUBLICANS

Tom Coburn (OK), Ranking Member  
John McCain (AZ)  
Ron Johnson (WI)  
Rob Portman (OH)  
Rand Paul (KY)  
Michael B. Enzi (WY)  
Kelly Ayotte (NH)

In the House, the continuing Republican majority has created less upheaval in its Committee on Oversight and Government Reform. After John Boehner (R-OH) was re-elected as the Speaker of the House, Congressman Darrell E. Issa (R-CA) was again named as the Chair of the full House Committee, with Congressman Elijah Cummings (D-MD) again assuming the role of ranking minority member. The jurisdiction and membership of the full Committee and its most important Subcommittee is set out below:

### House Oversight and Government Reform Committee

#### REPUBLICANS

Darrell E. Issa (CA), Chair  
John L. Mica (FL)  
Michael Turner (OH)  
John J. Duncan (TN)  
Patrick T. McHenry (NC)  
Jim Jordan (OH)  
Jason Chaffetz (UT)  
Tim Walberg (MI)

#### DEMOCRATS

Elijah Cummings (MD), Ranking Member  
Carolyn Maloney (NY)  
Eleanor Holmes Norton (DC)  
John Tierney (MA)  
William Lacy Clay (MO)  
Stephen Lynch (MA)  
Jim Cooper (TN)  
Gerald Connolly (VA)

## House Oversight and Government Reform Committee continued...

James Lankford (OK)	Jackie Speier (CA)
Justin Amash (MI)	Matt Cartwright (PA)
Paul Gosar (AZ)	Mark Pocan (WI)
Patrick Meehan (PA)	Tammy Duckworth (IL)
Scott DesJarlais (TN)	Danny K. Davis (IL)
Trey Gowdy (SC)	Peter Welch (VT)
Blake Farenthold (TX)	Tony Cardenas (CA)
Doc Hastings (WA)	Steve Horsford (NV)
Cynthia Lummis (WY)	Michelle Lujan Grisham (NM)
Rob Woodall (GA)	
Thomas Massie (KY)	
Doug Collins (GA)	
Mark Meadows (NC)	
Kerry Bentivolio (MI)	
Ron DeSantis (FL)	

## Subcommittee on the Federal Workforce, Postal Service, and the Census

### REPUBLICANS

Blake Farenthold (TX), Chair  
Tim Walberg (MI)  
Trey Gowdy (SC)  
Doug Collins (GA)  
Ron DeSantis (FL)

### DEMOCRATS

Stephen Lynch (MA), Ranking Member  
Eleanor Holmes Norton (DC)  
William Lacy Clay (MO)

## WHAT HAPPENED LAST YEAR

Last year, the full Senate passed S. 1789, an important bill on postal reform that the House refused to consider. The Senate approved the legislation early in the year, on April 25, 2012, in a bipartisan vote of 62 to 37. The four Senate co-authors of the legislation—Senators Lieberman, Collins, Carper, and Scott Brown (R-MA)—hailed the action as a strong effort to put the USPS back on solid financial footing, end its ongoing financial losses, and prevent the wholesale closings of postal facilities.

The four Senate co-sponsors were able to gain majority support by re-introducing a revised, substitute bill prior to the floor debate in April, which addressed various concerns about the bill reported out of Committee that were raised by a number of Senators, especially those who represent rural areas where post offices are heavily relied upon not just for mail but as centers of the community. Debate on that substitute was then limited to a short list of pre-determined topics. This allowed for focused and time-limited debate on a series of amendments, resulting in prompt passage of the entire bill once the substitute made its way to the full Senate.

Among its provisions, the substitute would have required the Postal Service to continue overnight delivery for local first-class mail, although across shorter distances than may be the case now. Also under the provisions of S. 1789, USPS would still deliver first-class mail anywhere in the continental United States in a maximum of three days. The substitute also would have expanded the alternatives that USPS must consider before closing a post office. It would have encouraged the Postal Service to think innovatively about how to adapt its business model in a world increasingly reliant on electronic communications. And the revised bill would have required the appointment of a Chief Innovation Officer and would have established a Strategic Advisory Commission composed of prominent citizens who would be charged with developing a new strategic blueprint for the Postal Service.

Of critical importance, the version of S. 1789 that passed the Senate would have addressed the financial burdens currently—and unfairly—facing the Postal Service under the failed provisions of the last postal reform bill, the Postal Accountability and Enhancement Act of 2006. More specifically, as passed by the Senate during 2012, S. 1789 would have:

- ◆ Given the Postal Service access to money that it has overpaid into its FERS retirement funds, so that the agency could use that money to provide financial incentives to encourage eligible employees to retire. This also would help “right-size” the workforce, through voluntary attrition of the employees, to take into account the steep decline in first class mail volume.
- ◆ Reduced the amount of money that the Postal Service must contribute for future retiree health benefits, by eliminating the current fixed annual payments of approximately \$5.5 billion per year and moving up to this year the 40-year amortization payments now scheduled to start in 2017.
- ◆ Prevented the Postal Service from going to five-day delivery for the next two years and required it to exhaust all other cost-saving measures first.
- ◆ Required the Postal Service to set standards for retail service across the country, consider several alternative options before closing post offices, and provide for increased opportunity for public input.
- ◆ Allowed the Postal Service to sell non-postal products and services in appropriate cases.
- ◆ Allowed the Postal Service to ship beer, wine, and distilled spirits.

The bill also contained some very damaging provisions, including one that would have cut benefits significantly under the Federal Employees Compensation Act, the workers' compensation program for federal and postal employees, by requiring injured workers to take a pension benefit when they reach normal retirement age. That amendment, sponsored by Senator Susan Collins, would have a devastating financial impact on certain mail handlers or other postal employees who are injured on the job before retirement age; the NPMHU is still working hard to keep the provision out of any bill that may be enacted later this year.

As noted earlier, in the House of Representatives during the 112th Congress, the Republican leadership refused to consider S. 1789, as passed by the Senate. Instead, Representative Issa, the Chairman of the Oversight and Government Reform Committee, strong-armed his legislation, H.R. 2309, through the full House Committee in October 2011. He accomplished this mainly by party affiliation, with all Democrats voting no, and only one other Republican in the entire House serving as co-sponsor of the bill. That was Dennis Ross (R-FL), who is no longer on any of the relevant committees. Fortunately, the bill was never considered by the full House, either in 2011 or 2012. Thanks to a concerted effort amongst the seven postal unions and management associations, the NPMHU and others were successful in defeating this anti-worker piece of legislation. For example, if passed, this House Bill would have created a board with unprecedented powers to open and change negotiated collective bargaining contracts, would have mandated billions of dollars in cuts, and would have retained the billions of dollars in FERS and CSRS overpayments that rightfully should be made available to the Postal Service.

At the same time, the Ranking Member on the relevant Subcommittee, Representative Stephen Lynch, also filed legislation during the 112th Congress, known as H.R. 1351. This bill also was a bi-partisan piece of legislation that garnered 230 cosponsors and actually would have addressed the onerous overpayments that, if returned to the Postal Service for use in its budgeting, surely would have helped the Postal Service remain solvent during its difficult financial situation caused by the Great Recession of 2008. Unfortunately, because the Republicans are the majority party in the House, and the majority gets to schedule all votes, neither the full Committee nor the full House ever were given an opportunity to debate or otherwise address the Lynch bill.

## THE 113TH CONGRESS

In the current 113th Congress, legislation related to the Postal Service is once again at center stage. For one, Senator Bernie Sanders (I-VT) has continued his practice of standing up for the working class. Just as he did in the last Congress, Senator Sanders has filed legislation that is pro-worker and pro-consumer (known as S. 316). In the House of Representatives, Congressman Peter DeFazio (D-OR), another true friend of working families, re-filed the identical postal reform bill that he filed in the last Congress (known as H.R. 630 during 2013).

If these pieces of legislation were passed, they would immediately address the Postal Services finances by eliminating all of the mandated retiree health payments. These payments have crippled the Postal Service, because if not for this unnecessary financial obligation, the

Postal Service would have been profitable during four out of the past six years. Indeed, when management and the mass media repeatedly report that the Postal Service lost \$15.9 billion in the last fiscal year, it is important to remember that almost \$12 billion of that amount was attributable to these unenforceable payments into the Retiree Health Benefits Fund, and another \$1.6 billion was really a paper loss caused by lower interest rates being applied to long-term estimates for workers compensation payments. The more relevant operational deficit of the Postal Service was closer to \$2.4 billion, and the current fiscal year already has begun with an operational surplus.

Moreover, as the NPMHU repeatedly has argued over the past several years, no Fortune 500 company and no other federal agency has to suffer from such a burdensome financial obligation for retiree health insurance. The Postal Service has \$46 billion in its retiree health fund, and that is more than sufficient to allow remaining obligations to be paid off slowly, over the next 30 or 40 years. Of most importance, the elimination of this financial obligation would allow the Postal Service to implement other financial and operational alternatives during these trying economic times.

The legislation proposed by Senator Sanders and Representative DeFazio also would return billions of dollars to the Postal Service which previously has been overpaid into CSRS and FERS retirement funds; it would challenge the USPS to come up with innovative ways to find new sources of revenue; it would require a continuation of six-day delivery; and it would require the Postal Service to keep processing facilities open and to maintain or reestablish overnight delivery standards.

The new Congress therefore has been presented with practical alternatives that should be fully considered and debated in the coming weeks and months. Only time will tell if Congress has the fortitude to debate these matters in an open and productive way.

## WHAT CAN EACH MAIL HANDLER DO?

With little good news on the horizon, the NPMHU has to redouble its legislative efforts to protect the future of the Postal Service and the various benefit programs that are directly applicable to mail handlers. The NPMHU held its biennial Legislative Conference in May of this year, at which hundreds of Mail Handler activists joined forces for a day of lobbying their elected representatives on pending postal legislation. The NPMHU is supporting sensible and financially prudent postal reform legislation, which removes the onerous financial burdens facing the Postal Service, and simultaneously allows the Postal Service to flourish by maintaining its processing and delivery standards and increasing its revenue through broader service to the American people.

If you have not done so already, please sign up as a legislative activist on the NPMHU website, [www.npmhu.org](http://www.npmhu.org). In this way, every mail handler can stay informed on the issues, and can quickly contact Members of Congress when the need arises. Also, please watch your NPMHU publications for the latest information as the congressional debate becomes more focused.



# NPMHU PAC

## 2012 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.

The NPMHU 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 2012 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 2012

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

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297	Beverly D. Henderson	302	Daniel Gallardo	308	N. C. Muller	312	Stephen L. Taylor
299	Lawrence M. Chun	302	Elizabeth A. Karolyi	308	T. M. Toombs	314	Douglas D. Adkins
299	Albert E. Eismont	302	Thomas Mayes	308	Richard D. Vennera	315	John D. Claney
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300	John J. Costigan	302	Peter S. Pile	309	Richard A. Addressi	315	Laurie L. Harms
300	Minerva Fuentes	302	Brian D. Sheehan	309	Brenda L. Eschrich	316	Aiza Ablang
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301	Randy P. Maguire	306	Richard L. Coleman	311	Carl J. Debnam	318	Santo Romano
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321	Roberto E. Salazar	323	David B. Wollenberg	333	K. A. Conner	333	L. A. Whisler
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322	James J. Massack	325	Earnest E. Wallace	333	Linda S. King	308	Martin D'AuTrechy
322	Diane E. Owens	329	Kerry A. Scates	333	Gregory F. Knuth		

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

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298	Linda A. Wagman	302	Michael P. Shea	308	S. King Jr.	318	Victor H. Mendez
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300	Matthew J. McDonald	303	Javier A. Valencia	309	Marcus A. Iwanitzki	321	Roberto S. Hernandez
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300	Trevor S. Stuart	305	Randell P. Coffman Sr.	310	Michael A. Dickhute	322	Amy A. Lockhart
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301	John M. Bessette	305	Clara L. Jackson	310	Raymond L. Wilson	323	Gary C. Tollefsrud
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301	Mark P. Buckley	305	Danny J. Mangan	311	Nathan R. Braziel	324	Joe D. Impson
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301	R. Figueroa	306	Robert D. Howze	311	Abdul R. Whisenhunt	331	Ezequiel A. Moreno
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301	Gerald T. Hunt	306	Sharifa T. Knowles	315	Katherine J. Defoe	332	Woodrow D. Hendrickson
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301	Mark J. West Jr.	308	Douglas J. Hilbert	318	Shandelisa C. Kenerson	333	Robert J. Lawson



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

Local	Name	Local	Name	Local	Name	Local	Name
333	D. J. Luing	333	J. W. Reese	333	N. L. Sperry	334	Arthur C. Perry
333	Anthony R. Mendoza	333	David C. Sapp	333	D. M. Stacey		
333	C. J. Nettles	333	K. E. Smith	333	Craig M. Thompson		

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

Local	Name	Local	Name	Local	Name	Local	Name
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299	J. M. Bautista Jr	302	Tim S. Hammond	308	Garry L. Simmons	318	Marty F. Evenson
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299	Alan Y. Lum	303	Wendell L. Jackson	309	Bryan E. Farmer	318	Ronnie Whitfield
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300	Raymond Bermudez	304	Kenneth W. Altman	309	Edward J. Hamlin	320	Bernie Gonzalez
300	Peter H. Bilotta	304	Randy Bowden	309	Brian J. Hurd	320	Donald L. Thompson
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300	Lucy Lombardo	304	Barry L. Painter	310	Beverly C. Batts	321	Curtis H. Grantham Jr
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300	Eric H. Richard	305	David G. Cocke	310	Ulysses J. Rollins	322	Gary R. Carpenter
300	Vinnie J. Sapone	305	T. J. McAdam	310	Rodney Tyus	322	Samuel C. D'Ambrosio
300	Sharon C. Scott	305	Jose M. Pena	311	L. E. Correa-Montalvo	322	Kelly A. Dickey
300	Fitzgerald Turkvan	305	Michael T. Perry	311	Horace Dixon	322	James H. Lubbert
300	Anthony J. York	305	Michael Rose	311	Daniel Elizondo	322	Christopher J. Starr
301	G. H. Barberian	305	B. B. Scott Jr	311	Terry A. Ford	323	Dean M. Abatte
301	Edward C. Barnes	306	Joseph E. Boston	311	Larry D. Gibson	323	T. L. Freeman
301	John C. Bessom	306	George E. Cantrell	311	Dallas H. Jones Jr	323	A. H. Osman
301	Robert L. Burke	306	John Castagna	311	Linda Lewis	323	Marvin J. Sagedahl
301	David L. Desharnais	306	Anthony L. Coleman	311	B. P. Lightbourne	323	Michael R. Straiton
301	Patrick J. Doucette	306	Mark Coleman	311	Shirley A. Mackey	323	Keith C. Unterseher
301	M. D. Elia	306	James J. Errera	311	L. Simmons	324	Stephen Ikley
301	Robert J. Fisher	306	Vincent L. Gross	314	William R. Brown III	324	Daniel J. Riemann
301	Robert M. Goggin	306	Anita M. Hatcher	315	R. L. Cardwell	327	Larry D. Burk
301	F. S. Hickey	306	Wayne A. Hopkins	315	Raul R. Enriquez Jr	327	Brock A. Isakson
301	Debra M. Houghton	306	Tyrone E. Johnson	315	Colin M. Moore	328	Scott A. Green
301	Sharlene M. Labore	306	Lawrence G. Keenan	315	Kevin A. Parsons	328	Arlan D. Smedsrud
301	Allen R. Lecours	306	Nick R. Lehto	315	Gregory W. Stark	329	Calvin L. Booker
301	Marci K. Letourneau	306	Curt A. Przyborowski	316	G. Branch	329	John R. Macon
301	Robert M. McKinney	306	Rhonda J. Thomas	316	David K. Hudson	330	Robert R. Griffith
301	B. S. Meehan	308	Steven M. Bahrle	316	Gary W. Kalich	331	Daniel K. Barnaby
301	J. A. Mercurio	308	Samuel W. Baum	316	Tim E. Knight	331	Lloyd C. Johnson
301	Michael J. Murphy Jr	308	Paul C. Beutel	316	J. C. Luke	332	Matthew A. Stevens
301	Michael J. Pasquale	308	Stephen M. Conboy	316	Johnny L. McKissick	333	Mark A. Alexander
301	Donald J. Perreault	308	K. J. Earll	316	J. D. Nabors	333	W. M. Ayele
301	Vincent P. Raillo	308	William F. Finley	316	C. Rios	333	Laura L. Barefield
301	Keith E. Vincent	308	Edward T. Gallagher	316	M. A. Rolniak	333	C. L. Bargman
302	Charles C. Blalock	308	Jeanne Gladilina	316	Salvatore P. Schillaci	333	Cameron E. Barnes
302	Helen M. Cerda	308	Michael P. Hohman	316	Albert L. Williams	333	Steve E. Bauman
302	Dean A. Deluna	308	James P. Jordan	317	Kenneth W. Anderson	333	Marvin R. Bennett



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

Local	Name	Local	Name	Local	Name	Local	Name
333	Michael C. Biondi	333	Michele D. El-Bekraoui	333	Christopher L. Maselter	333	Jeffrey J. Smith
333	B. M. Blackman	333	V. L. Fairchild	333	Mary E. Mason	333	Michael S. Smith
333	Harvey B. Blackman	333	John K. Fickes	333	Brad W. McDonald	333	Brian J. Tallman
333	T. M. Blair	333	Robert W. Francis	333	A. L. McGlothlen	333	Karen A. Tallman
333	James L. Bonney	333	E. George	333	David A. Miksell	333	Connie J. Thomas
333	Joyce M. Brennan	333	Theresa R. Glass	333	Francis N. Montgomery	333	Donald E. Thomas Jr.
333	G. M. Bresley	333	John C. Gomez	333	Jeffrey D. Mount	333	Eddie E. Tonasket
333	Helia V. Bridges-Watson	333	Bernal Gutierrez	333	Chuck R. Noel	333	M. A. Trucano
333	D. Brown	333	D. J. Hall	333	Brian D. Olson	333	L. Y. Trujillo
333	Michael R. Brown	333	John W. Haus Jr.	333	D. E. Olvera	333	Mary J. Trumper
333	Larry E. Bryan	333	Thomas P. Hawks	333	D. D. On	333	S. L. Voss
333	Wayne P. Burch	333	E. R. Haywood	333	D. M. Parrish	333	Sheila L. Walker
333	Charles L. Burkett	333	James R. Heath	333	T. A. Perrigo	333	L. L. Ware Jr.
333	Michael K. Carpenter	333	David M. Henninger	333	Duane L. Peterson	333	V. S. Warren
333	Paulette L. Celley	333	Kenny A. Hepker	333	James E. Pledger	333	K. P. Weeks
333	David S. Christensen	333	L. J. Heuton	333	Chad J. Rankin	333	David C. Williams
333	Kevin P. Clarke	333	D. G. Hicks	333	J. I. Reed	333	L. D. Williams
333	Wayne A. Coe	333	S. D. Hopkins	333	D. E. Reeser Jr.	333	Steven J. Wolfe
333	D. J. Coffman	333	Dennis J. Irvin	333	D. D. Riseley	333	M. Wooley
333	Felicia L. Coger	333	A. B. Joiner	333	L. D. Rose	333	S. P. Wray
333	Robert J. Connair II	333	D. M. Jordan	333	Marv H. Sandvick	333	Stephanie S. Yang
333	Dave M. Current	333	James M. Jordan	333	J. D. Savage	333	Kurtis M. Young
333	L. S. Dennison	333	Lee M. Kessler	333	B. M. Scott	334	Sheldon D. Adams
333	Loras C. Digmann	333	Brian D. King	333	Dwaynise E. Shoep	334	Tracei A. Ealey
333	Geralynn A. Doescher	333	M. M. Kucinski	333	Corey A. Smith	334	Barbara R. Pridgen
333	J. A. Duede	333	J. B. Loudon	333	Donna R. Smith	334	Anthony D. Shell
333	William B. Dunn	333	Erich M. Lumadue	333	Edward A. Smith		

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

Local	Name	Local	Name	Local	Name	Local	Name
297	Daniel J. Appelhanz	301	Geoff Henderson	308	Nicholas Campellone	310	Eugene Wesley
297	Derek D. Bryant	301	Charles A. Masterson II	308	Michael Cooper	310	Lynetrice E. Wilkins
297	Pamela J. Collins	301	J. J. Reilly	308	Audra J. Dobyhan	311	Jose R. Garza Jr
297	Van A. Greathouse	301	James M. Roche	308	Robert A. Glycenfer	311	Kenneth B. McFarland
297	John Savala II	301	Victorino D. Tiongson Jr	308	Joseph S. Leotta	314	Yvette M. Luster
297	William J. Staab Jr	301	Joseph A. Wythe	308	Douglas E. Moats	314	William M. Sitzes
299	Jason H. Adachi	302	Anthony R. Coleman	308	J. F. Scott	315	David M. Joyce
299	Adams Quiles Jr	302	Kent A. Dlugokenski	308	M. K. Wagner	315	James E. McGrory
299	Calvin H. Takae	302	Lynan L. Washington	308	Joseph C. Zelenenki	316	Thomas E. Bilodeau
300	R. Couvertier	303	Linda D. Beckton	309	Daniel J. Cornish	316	Gregory A. McGovern
300	George J. Cuff	303	David E. Castillo	309	K. J. Earll	316	Petra Rezac
300	Wilfredo Delgado	303	Eddie Cowan	309	John A. Esterdahl	316	M. N. Sagatu
300	Louis Ditore	303	Van F. Cunningham	309	Lisa M. McDonell	316	C. A. Schwartz
300	Charles F. Gerhard	303	Daniel A. Ortega	309	Joyce A. Miskell	316	Monica J. Taylor
300	Thomas J. Hynes III	303	Eric B. Schneider	309	Timothy R. Morath	318	Felix Rodriguez
300	Daniel N. Martinelli	303	Juan O. Torres	309	Miguel A. Santiago Jr	318	Thomas M. Staniec
300	Thomas Murata	304	Elizabeth Lyons	310	Harold C. Burley	319	James P. Rosso
300	Thomas D. Reid	305	John P. Dudley	310	Eddie C. Byirt	320	Darren A. Dankert
300	Irene Sanchez	305	Robert A. Ricketts	310	Reginald A. Coleman	320	Anthony J. Francisco
300	Kevin P. Tabarus	306	Gerald R. Banks	310	V. Davis	320	Jorge Hernandez
301	Scott D. Curtis	306	Belinda Jackson	310	Charles J. Franklin Jr	320	Felipe M. Ruiz
301	Terrence J. Donahue	306	Timothy A. McKenna	310	Allen Jones	321	Edward H. Flaggy
301	Timothy M. Dwyer	307	James L. Haggarty	310	Marvin A. Parker	321	Richard J. Lairscey
301	Joseph P. Fitzgerald	307	Rita K. Tripp	310	Samuel L. Rodgers	321	E. E. Oliver
301	James A. Hartsell	307	Jeffrey D. Velfling	310	John Stockdale	321	Lloyd E. Pugh

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

Local	Name	Local	Name	Local	Name	Local	Name
321	J. L. Rose	333	Lance S. Brown	333	V. L. Mann	333	G. J. Savala
321	Errol A. Wilson	333	J. M. Burriola	333	J. L. Marean	333	Michael F. Schwartz
322	Timothy A. Parker	333	S. M. Cowman	333	Ervin McKnight	333	T. H. Tran
323	Matt P. Lopez	333	Shane F. Ford	333	J. A. McClain	333	S. M. Umphleet
323	Kathleen J. Schultz	333	David W. Freeman	333	Frankie B. Micile	333	Roger K. Veerhusen
325	Joey L. Breland	333	John K. Gallagher	333	Duane A. Mickael	333	Dennis D. Waddill
328	Todd P. Larson	333	Doris D. Hampton	333	Vern G. Millsap	333	Michael A. Walters
332	Robert G. McFall	333	Kyle R. Hanks	333	S. J. Myers	333	D. D. Warren
332	Raymond G. Moritz	333	Robert P. Howe	333	Cozetta Nelson	333	G. L. West
333	Barry L. Adair	333	Tony L. Irvin	333	B. Z. Ngia	333	Zay N. Williams
333	Adam D. Anderson	333	R. L. Kelsey	333	Leo L. Oye	333	John D. Wright
333	M. C. Ballard	333	Caral R. Kingery Jr	333	Dino P. Proctor	Nat'l	Noah L. Giebel
333	Steve C. Benshoof	333	S. L. Kingery	333	C. A. Rumohr		
333	Tim A. Brettmann	333	C. J. Loftus	333	Brian S. Sandberg		
333	Kathleen A. Brown	333	Gordon D. Malone	333	M. R. Sanders		

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

Local	Name	Local	Name	Local	Name	Local	Name
297	Chris D. Bentley	304	Rondal E. Pitcock	310	Bruce Z. Miller	321	Cindy L. Hoehl-Rinker
297	Nathaniel R. Campbell Jr.	304	Gary M. Stern	310	Wilmer C. Minnifield	321	Michael J. Hora
297	A. M. Savala-Joyce	305	Thomas J. Branch	310	Chawanda E. Parson	321	Zack J. Mischo
299	Michael K. Nomura	305	Teresa L. Harmon	310	Reginald J. Riggins	321	Claude L. Ridley
300	Paul V. Hogrogian	305	Kenneth A. Hayes	310	Joseph D. Sanders	321	David E. Ross
300	Thomas P. Mullahey	305	Charles R. Manago	310	Antonio Smith	322	Michael McIntyre
300	John C. Olesen	305	Amber R. Slater	310	Cynthia A. Smith	322	John F. Szewczyk
300	Mark A. Palovchek	306	Evamarie Acox-Bouie	310	Quinntella K. Smith	323	C. C. Clouse
300	Charles A. Price Jr.	306	Mark J. Blough	310	Carlton D. Stephens	323	John M. Gariepy
300	Thomas Ruther	306	Ronald L. Cobren Jr.	311	Eileen K. Mills	323	Jeffrey H. Larsen
300	Donald W. Utz Jr.	306	June Harris	311	Roxie J. Olds-Pride	323	Douglas C. Vitek
301	Jeffrey L. Anderson	306	Jefferson C. Peppers III	311	Michael F. Panarelli	324	John R. Whitby
301	Robert J. Broxton	306	David A. Stenson	313	Julio A. Figueroa	327	Timothy P. Grilz
301	Richard B. Collins	307	Ellen E. Carpenter	315	Jerry L. Alexander	327	Ronnell E. Smith
301	William J. Flynn Jr.	308	Mark Adamchak	315	David P. Jarvis	331	Michael L. Foster
301	John F. Hegarty	308	Michael V. Mohan	316	Chris A. Abrams	333	Craig S. Bindrum
301	Shawn C. Holt	308	Scott B. Newman	316	Pago O. Afualo	333	C. A. Burk
301	Robert P. Losi	308	Michael E. Rembelinsky	316	Lee F. Cocks	333	Jeanne M. Butler
301	Rene A. Morissette	308	Shelby J. Root	316	Leo G. Ebio	333	Michael E. Cornwell
301	C. M. Olesen	308	Francis X. Scott	316	Roberto Garza	333	Eric E. Cory
301	Patrick T. Orouke	309	Alex M. Catello	316	Irene M. Lowery	333	J. R. Dandridge Jr.
301	Neil P. Ryan	309	B. A. Fye	316	Deborah A. Retter	333	Tammy L. Guy
301	Daniel W. St Marie	309	James E. Fye	316	Gene D. Rezac	333	Randy L. Krueger
301	Sean M. Sweeney	309	Gregg A. Hubbard	316	Don J. Sneesby	333	Monica Marshall
302	Ernest J. Grijalva	309	Mark A. Nitkiewicz	316	Alvie E. Yancey	333	William C. Reed
302	Richard J. Pop	309	David E. Wilkin	318	Mark A. Gardner	333	Diane K. Roll
302	George A. Ramos	310	Pervous A. Badilishamwalmu	320	Arnoldo C. Balderrama	333	Jason J. Vick
302	Richard Siu	310	Willie B. Burks	320	Theresa M. Corcoran	333	Greg J. Webb
303	Ronald Williams Jr.	310	George Coubertier	320	Robert F. Fournier	333	David L. Wignall
304	Julie A. Allen	310	Winson Driver	320	Laurie A. Hernandez	Nat'l	Robin S. Daniels
304	Gary W. Kavanaugh	310	Lisa D. Greer	320	Susanna L. Paniagua	Nat'l	Kenneth Nickels
304	Andrea R. Maliszewski	310	Michael E. Jones	320	Madelyn E. Puricelli		
304	William H. McLemore III	310	Robert W. Larmore Jr.	320	Rudy J. Santos		
304	Clyde E. Patterson	310	Nolan V. McClendon	321	Donald R. Gonzales		



## 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](http://www.liteblue.usps.gov). Follow the instructions printed on page 21 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.

### 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](http://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.



Arthur S. Vallone

# Vallone Scholars: Success Stories

■ By: Noah L. Giebel – *Scholarship Program Coordinator*



Noah Giebel

Midway through last year, the NPMHU Arthur S. Vallone Scholarship Committee completed its task of selecting 25 new Vallone Scholars. The Arthur S. Vallone Scholarship program is now in its 12th year, originally designed to offer deserving mail handlers and their immediate families' financial assistance to defray the rising cost of higher education. Each NPMHU region has been granted a total of 5 scholarships in the amount of \$1,000 each, renewable for the recipient for up to 4 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 200 applications through the deadline in May of 2012, which were then divided between the 3 judges that make up the Vallone Scholarship committee. Fifth year judge and National Labor College professor Jean Dearden commented; "I'm amazed every year at the quality of the NPMHU scholarship applications: the time, imagination, and effort put into some of the applications I read over is just incredible."

Over the past years the NPMHU has received many letters from present and past scholarship recipients thanking the union for the financial assistance: 2012 winner Charlie Bentley wrote "This award is helping my family and me pay for something they frequently feel beyond our means. You're letting my family breathe a little easier." Kascha Fuller 2008 scholarship recipient recently wrote "I am a rising senior Biology major at Howard University I would like to thank the National Postal Mail Handlers Union for your generous scholarship over the past years. I have truly flourished while at Howard and I am so grateful for the scholarship. I have accomplished so much during my college experience. I will be applying to graduate school in the fall."

The Scholarship Committee is currently reviewing applications submitted for consideration for the 2013–2014 scholarship program. Those awards will be announced shortly. What follows are the names and photos of the new recipients for the 2012–2013 scholarship program. Please join us in extending congratulations to these fine students.

## Northeastern Region



**LaToya Lucas**  
Local 300



**Mary Rogers**  
Local 300



**Safiya Subegdjo**  
Local 301

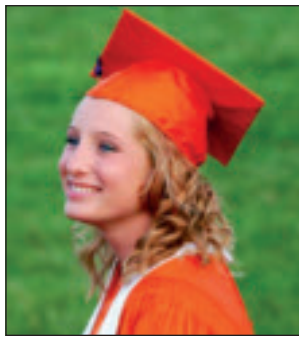


**Mikala E. Varela**  
Local 301



**Jessica M. Zawadzki**  
Local 309

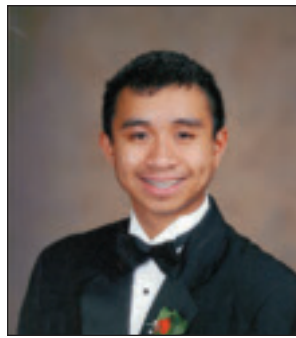
## Eastern Region



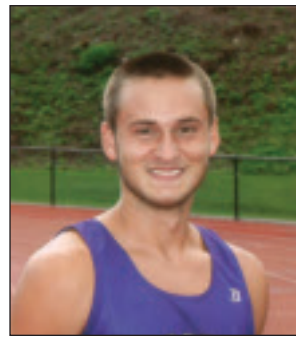
**Abigail Morrissey**  
Local 308



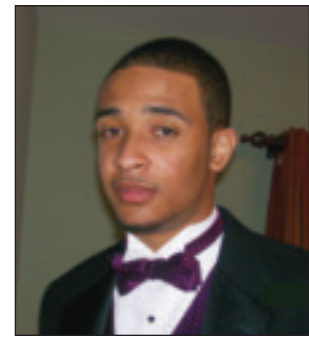
**Adam Richards**  
Local 304



**Kevin Silang**  
Local 308

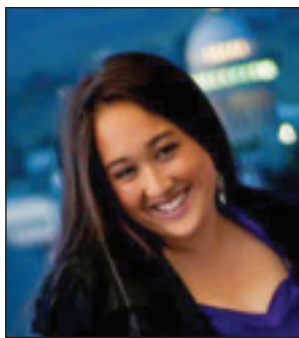


**Luke Phillips**  
Local 322



**Terrence Booker Jr.**  
Local 305

## Western Region



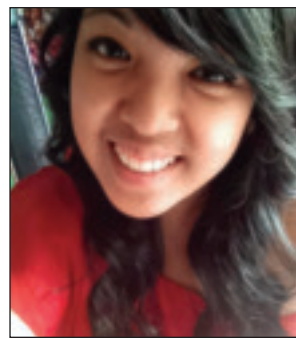
**Carlee Panlilio**  
Local 330



**Jasmine Aldava**  
Local 320



**John Wang**  
Local 303



**Mary Anthonette Binongcal**  
Local 316



**Megan Garrett**  
Local 332

## Southern Region



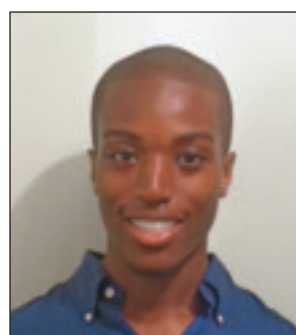
**Ashphet Mallery**  
Local 312



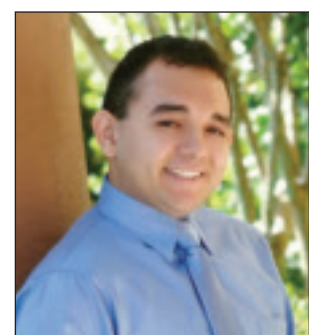
**Caleb Williamson**  
Local 329



**Samantha Egan**  
Local 318

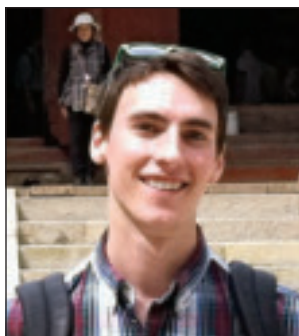


**Thaddeus Gholston**  
Local 310



**Vince Deliz**  
Local 318

## Central Region



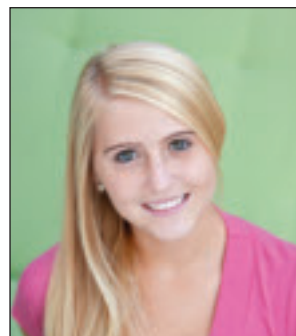
**Charlie Bentley**  
Local 297



**Crystal Ho**  
Local 321



**Justin Park**  
Local 306



**Kelsey Durovy**  
Local 306



**Theresa Tran**  
Local 307



MARK A. GARDNER, National Secretary-Treasurer

## THE NPMHU: CHANGING & GROWING

**T**hese certainly have been challenging times for our Union. From a lengthy negotiations and interest arbitration process to determine the terms of our 2011 National Agreement, to the ongoing roller coaster ride of the legislative process related to badly-needed postal reform legislation, to the ill-advised initiatives pursued by the Postal Service to rush through cuts in service in an effort to claw its way out of what has been described by many as an artificial financial crisis. As Mail Handlers, we must all continue to remain engaged in these matters to help retain a viable Postal Service going forward, and to ensure the continued success and prosperity for our members and their families.

I am pleased that we have concluded the hard-fought process related to our contract negotiations. With the release in mid-February of the Fishgold Arbitration Award, the NPMHU has secured for its members a return to historic guaranteed wage increases, and has reinstated Cost-of-Living Adjustments to help the wages of career Mail Handlers keep pace with inflation over the next three years. The arbitration panel also has directed an upward adjustment to night-shift differential rates, which affects the vast majority of Mail Handlers. These salary increases come after two years of wage stagnation, and are much-deserved by our hard working and ever-productive Mail Handler workforce.

The arbitration award addresses many areas of concern for our membership, and I certainly encourage all Mail Handlers to read and familiarize themselves with its terms. There are a couple of key provisions that I believe are worth noting here. In keeping with the pattern established in negotiated and arbitrated agreements for our three sister postal unions, the Fishgold Award has directed major adjustments to the Mail Handler complement and categories of workers.

The allowed percentage of casual workers has been reduced significantly (along with a significant relaxation of the limitations on how these casuals may be employed). And the panel implemented the new employment category of Mail Handler Assistant (MHA), a non-career, bargaining unit position within the Mail Handler craft. MHAs will be selected for employment from a hiring register, and will receive many benefits and guarantees that are not available to the casual workers. As with the similar categories of employment with the other three postal unions, the employment of MHAs will be limited to a 360-day period of employment, and must have a five-day break in service before being re-appointed for subsequent employment periods. Of great importance, future career hires in the Mail Handler craft will be from among the MHA bargaining unit members.

Over the coming months and years, MHAs will become a vital component of our craft, and an important segment of our union

membership. I ask that all Mail Handlers join your National Union leadership in welcoming our new MHAs with open arms, and making them feel at home as full members of the National Postal Mail Handlers Union.

The Fishgold Award spells out many of the details related to the benefits and guarantees associated with the MHAs, along with the many provisions affecting the wages and benefits for the existing career Mail Handler workforce. All of those details and provisions will be incorporated into the 2011 National Agreement booklet, which is currently being developed, and which will be distributed to all Mail Handlers as soon as that document is finalized. In the interim, you may download and review the full Fishgold Arbitration Award, along with a summary of its terms, from the NPMHU National Union website at [www.npmhu.org](http://www.npmhu.org).

I would like to add my thanks to all Mail Handlers for their relentless support of the NPMHU, and for their patience and interest during the difficult bargaining and arbitration process. I know that we will stay strong and united as we confront our challenges together.

Fraternally,

Mark A. Gardner  
National Secretary-Treasurer

**“Over the coming months and years, MHAs will become a vital component of our craft, and an important segment of our union membership.”**



# Mail Handlers Across the Country

## Local 299 Training Program



Local 299 training program: National President John Hegarty, Shop Steward Mario Cachero, Treasurer Eldalyn Yadao, National Shop Steward Trainer Sam DiAmbrosio, Branch President Jay Lucero, Alternate Shop Steward Harriet Henna, Shop Steward Henry Kukona, State Executive Board Member Deanna Parker, NE Regional VP, Local 300 President Paul Hogrogian, Local President Jason Adachi, Vice President Randy Ubaldo.

## Local 300 Arbitration Advocate Training



Local 300 presented an Arbitration Advocate Training Program on July 11 and 12, 2012 which was given by National Shop Steward Trainer Sam D'Ambrosio and Local 300 President Paul Hogrogian.

The following representatives participated in the program: Anthony York Westchester, Lisa Taylor Waugh Westchester, Junior Suarez Westchester, Irene Delgado NYC, Thierno Diallo NYC, Calixto Safont NYC, Attika Muhammad Brooklyn, Stephen Fletcher Stamford, Ronald Sodaro Stamford, Robert Cappuccio Mid Island, Angelo Lovgren DVD, Linda Yancey Recording Secretary

Vice President Robert Blum, Treasurer Kevin Tabarus, NYC Branch President Willie Delgado and NJI NDC Branch President Tom Mullahey also participated in the training

## Local 300 Training



Local 300 presented a Medical Privacy/Return to Work Training Program on July 13, 2012 which was given by attorney Mitchell Kastner.

The following representatives participated in the program: Paul Hogrogian President, Robert Blum Vice President, Kevin Tabarus Treasurer, Linda Yancey Recording Secretary, Charlie Price NJ State

EB Member, Anthony York Westchester, Peter Bilotta Western Nassau, James Perkins Mid Hudson, Willie Delgado NYC, Eric Richard NJ LDC, Dawn Licata NY LDC, Yvette Johnson Brooklyn, Don Utz Stamford, Ray Bermudez DVD, Trevor Stuart Flushing, Ricky Gonzales Teterboro, Thomas Hynes Kilmer, Lucy Lombardo JFK, Thomas Mullahey NJI NDC and Sam D'Ambrosio NPMHU Eastern Regional Vice President.

National NPMHU President John Hegarty addressed the attendees with updates on Contract Negotiations, VERA, as well as several other topics on the national level.

## Local 301 North Reading Branch Dinner



(l-r) National President John Hegarty, Vice President, Dan St. Marie, Branch President Nashua, Paul Bureau, State Executive Board Member Massachusetts Bob Goggin, Steward Jun Tiongson, Branch President Manchester NH Scott Curtis, Treasurer Neil Ryan, Steward Ed Barnes, President Bob Broxton, Legislative and Political Director Bob Losi, Branch President North Reading MA Sean Sweeney

# Mail Handlers Across the Country

## Local 300 Shop Steward Training Program



Shop Steward Training Program conducted 2/13 & 2/14/13 at Local 300 HQ the attendees are: 1) Larisa Diaz – Brooklyn, 2) John Drissel – Western Nassau, 3) Larry Jellineck – Teterboro, 4) Norma Jones – NJ LDC, 5) Vanessa McDaniel – NJ LDC, 6) Shirley Person – NJ LDC, 7) Alan Sacks – NY LDC, 8) Colette Scales – NJ LDC, 9) Rich Staller – NYC, 10) Gail Tolbert – NYC, 11) David Wong – NYC

## Local 300 Rye Playland Park



Over 450 Local 300 Members and their guests joined together at Rye Playland Amusement Park on July 15th. Pictured at the Registration table are: Shop Steward Joe Palau, Recording Secretary Linda Yancy, Branch President, New York City, Willie Delgado, State Executive Board Member, and Branch President Brooklyn, Yvette Johnson, and Branch President Westchester, Tony York

## Local 301 Meeting With Sen Angus King



## Local 303 Training Las Vegas Branch



Local 303 President Eddie Cowan and Union Representatives participate in training with National Shop Steward Trainer Sam D'Ambrosio.

## Local 310 Annual Meeting



Derrick Martin - Mail Handler Atl. NDC (Father)/ Nicole Cherise-Joelle Martin, Scholarship Recipient/ Jacqueline Martin (Mother), Pervous "Andy B." Badilishamwalimu - Local 310 President, Lisa D. Greer - Local 310 Vice President, Antonio Smith Atl L&DC Shop Steward (Father)/ Antonette Danielle Smith Scholarship Recipient/ Dalanda Smith (Mother)/ DeAndrea Smith (Sister).

## Local 324 Installation of Officers, July 2012



(l-r) Local President Dan Riemann, OKC BP Ted Curry, Recording Secretary Carmalita Reynolds, National President John Hegarty, Tulsa BP Taron Overose, Treasurer Rodney Davis, SEBM Lloyd Tosh., (Not pictured, Vice-President Al Andrews).

# Mail Handlers Across the Country

## Local 333 Members and Families Enjoy the P&DC Picnic



## Local 330 Swearing In



Western Region Vice President Rudy Santos swears in Local 330's newly elected officers (left). Board Members (l-r) are Pocatello Branch President Gary Owens, Local 330 President Bob Griffith, Local Vice President John Regis, Treasurer Larry Bellizzi, and Recording Secretary Ken Rivas.

## NEB Swearing in November 8, 2012



National Executive Board members are sworn into office for their new terms by LIUNA General President Terry O'Sullivan (right foreground). Board members (l-r) are National Secretary-Treasurer Mark A. Gardner, National President John F. Hegarty, Vice President Northeastern Region Paul Hogrogian, Vice President Eastern Region Kevin L. Fletcher, Vice President Southern Region Lawrence B. Sapp, Vice President Western Region Rudy Santos, and Vice President Central Region Jefferson C. Peppers III.

## Local 305 Installation of Officers



(l-r) National Secretary-Treasurer Mark Gardner, DC SEBM and BP Lamar Grigsby, Eastern Region Vice President and Local 305 President Kevin Fletcher, WV SEBM and Charleston BP Amber Slater, Clarksburg BP Gary Antrobious, MD SEBM Ed Evans, Asheville BP Mike Laing, Local VP Jose Pena, Rocky Mount BP Phillip Johnson, Recording Secretary and Suburban MD BP Derrick Carr, Dulles BP Ralph Wheeler, Greensboro BP Sheila Moyer, Easton BP James Soles, Greensboro NDC BP Lori Tickle, Baltimore IMF BP Orson "Mike" Smith, Northern VA BP Dwight Burnside, Roanoke BP Charles Perdue, NC SEBM and Raleigh BP Felandria Jackson, Southern MD BP Lori Freeman, Baltimore P&DC BP Gregory Hooker, Charlotte BP Eugene Horton, Local Treasurer D. Yam Cardin, Fayetteville BP Kenneth Shelton



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