

The Mail Handler



Mail Handlers Deliver Union's Message to Capitol Hill



Summer 2013

The Mail Handler

The Quarterly Publication of the National Postal Mail Handlers Union

Summer 2013

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National Postal Mail Handlers Union

PRESIDENT'S REPORT

IT'S TIME TO GET INVOLVED

Dear Members,

As this issue of "The Mail Handler" goes to press, there is still a great deal of uncertainty surrounding so-called "postal reform" legislation. One thing is certain, however; if we don't get involved, at all levels of our Union, we lose our right to complain about whatever does eventually come out of the legislative process. It is time for all elected Union officials, and indeed for all members of this great Union, to get involved, and to contact our Senators and Representatives in Congress to educate them as to our views on "postal reform." The place to start is on the NPMHU web site at <http://www.npmhu.org> where we have posted a number of documents relevant to this complicated issue. We urge you to review those materials, and then set up an appointment with your representatives to have your voice heard. It may sound like a cliché, but your job depends on it. Please review the related Article in this edition of the magazine.

As we struggle to convince Congress to do the right thing by passing positive legislation, we are also continuing our fight with Postal Headquarters as

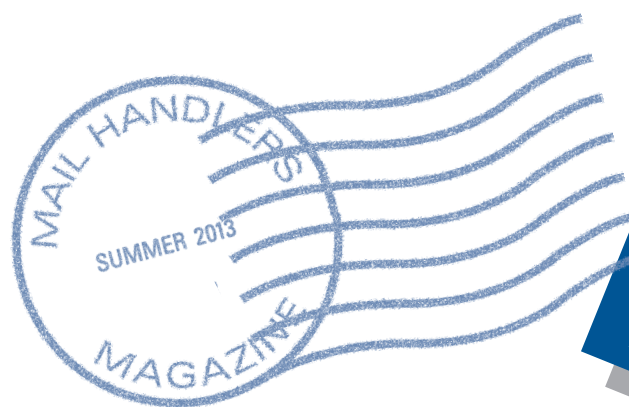


JOHN F. HEGARTY, National President

management continues its slash and burn tactics. I've said it before, and I'll say it again: "taking the service out of the Postal Service is no way to run a business." Instead of closing facilities, and ruining overnight service standards, management should be improving service by building on our core strengths. The Postal Service consistently ranks at the top of the

**"Instead of closing
facilities,
and ruining overnight
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our core strengths."**

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most trusted government agencies. We have achieved record on-time service and efficiency, despite massive cut-backs in personnel. Package volume is growing by leaps and bounds, so what is the PMG trying to do? Does he want to close so many processing centers that we can't keep up with volumes? It just doesn't make sense. This is part of the message that Congress needs to hear from us, loud and clear.

Another issue crucial to the future of our Union is the growth of our Craft, and of our membership. To that end, and in keeping with the recent Fishgold Arbitration Award, we are seeing an influx of new Union members who are starting as Mail Handler Assistants. MHAs are the new, bargaining unit, non-career workforce awarded by Arbitrator Fishgold. They will be the first ones hired as career when openings occur. Please welcome these new Sisters and Brothers into our Craft, as they start on what hopefully will be a lengthy and rewarding career with the U. S. Postal Service.

On another note, we hope to have the printed copies of the new National Agreement out to every member of the Union before too long. We have dotted all the "i's" and crossed all the "t's" after incorporating all of the changes outlined in the Fishgold Award. A final check of the proof copy will be made, and it's then off to a Union printer for finalization and distribution. We will have these out to the field as soon as possible. Every dues paying member will receive a copy of the new National Agreement; they will be mailed directly to each member's address of record.

Brothers and Sisters, let me once again thank you for your membership in the National Postal Mail Handlers Union, and refer you back to the title of this Article: It's time to get involved.

Fraternally,

John F. Hegarty
National President

"If we don't get involved, at all levels of our Union, we lose our right to complain about whatever does eventually come out of the legislative process."



MARK A. GARDNER, National Secretary-Treasurer

The time is now for all Mail Handlers to STEP UP their game, and to make their voices heard to help enact responsible postal legislation. With legislative bills pending in both the House and the Senate, it is critically important that our Members of Congress clearly understand what is at stake. Regardless of one's political leanings, or your positions on various, oft-times divisive social issues, all Mail Handlers should agree on these core issues: that the ongoing financial health of the Postal Service is critical, along with its ability to maintain regular, predictable, and quality service to its customers; and equally important, that the job security, pay, benefits, working conditions, and union representation of its workforce remain completely intact.

The specifics included in various pieces of pending legislation are clearly detailed in other articles in this magazine, with even more information available on the NPMHU website at www.npmhu.org. Please take a moment to review those articles, further familiarize yourself with important legislative initiatives that will both provide financial relief to the Postal Service and secure the hard-fought rights and benefits of all Mail Handlers.

As many of you know, there have been countless postal legislative bills introduced in both chambers in recent years. Unfortunately, even those initiatives that met with bipartisan support have been allowed to

wither on the vine. There are, however, bills currently pending in both the House and the Senate that the NPMHU actively supports.

As this magazine heads to press, our union is engaged in a comprehensive lobbying effort along with our brothers and sisters from the American Postal Workers Union. We are actively supporting the core principles laid out in the Postal Service Protection Act—which is S. 316 in the Senate, introduced by Senator Bernie Sanders (I-VT) and H. R. 630 in the House of Representatives, introduced there by Rep. Peter DeFazio (D-OR). We also strongly support two other pending bills in the House of Representatives: H.R. 961—the United States Postal Service Stabilization Act—which was introduced by Rep. Stephen Lynch (D-MA); and H.R. 2459—the Protect Overnight Delivery Act—which was introduced by Rep. Rosa DeLauro (D-CT). These legislative proposals are detailed in documents at www.npmhu.org.

I strongly urge each and every Mail Handler to SPEAK OUT. Take those few minutes to pick up your phone, draft a short letter or e-mail, or otherwise call on the offices of your United States Senators and your Representative on the House side. I believe these few minutes of your time could ultimately save your job or the jobs of your friends and coworkers. Your action could help preserve important service and delivery

standards within the Postal Service, and might help delay or even reverse scheduled plant closings and consolidations. Your message could help provide financial relief based on the current inequitable pre-funding obligations imposed on the Postal Service. And perhaps of most importance, your individual message, combined with the collective voice of all Mail Handlers across the country, will help reinforce to Congress that it is high time that partisan politics be set aside, that they hit the pause button on political bickering and party line votes, and that they pass responsible and comprehensive reform. The time is now for Congress to do what is right for the United States Postal Service, its dedicated workforce, and the millions of customers who rely on its products and services.

If you have never contacted your Members of Congress before, this would be a great time to start. By stepping up, and speaking out, you can help MAKE A DIFFERENCE in the future of the United States Postal Service, and for your brother and sister Mail Handlers across the country.

Fraternally,

Mark A. Gardner
National Secretary-Treasurer

“It is critically important that our Members of Congress clearly understand what is at stake.”

Congress Debates Financial and Structural Future of Postal Service

THE NPMHU LEGISLATIVE AGENDA FOR THE 113th CONGRESS



National President John Hegarty and Congressman Stephen F. Lynch (D-MA 8th) discuss **The United States Postal Service Stabilization Act** (H.R. 961) and competing Bills



National President John Hegarty, Legislative and Political Director Bob Losi and Congressman Richard E. Neal (D-MA 1st) discuss pending Postal Legislation

As this magazine is going to press, in the summer of 2013, Congress—and more particularly, the Republican-led U.S. House of Representatives—apparently has awakened from its long slumber and started to consider postal reform legislation in a serious way.

Remember that the House in this 113th Congress is generally understood to be the least productive legislative body in modern American history (just last week, the House Republicans voted for the 39th time to repeal the Affordable Care Act, also known as Obamacare, even though those votes are entirely meaningless and the repeal has no chance of passing the Senate; and at the same time this House voted to remove the food-stamp program from the farm bill). So the mere fact that attention is finally being paid to the Postal Service probably says more about the importance of the Postal Service to the nation's economic and communications systems than it does about the wisdom of the House of Representatives.

This legislative awakening, however, means that the NPMHU, its legislative activists, and indeed the entire membership need to focus their immediate attention on the House and its Committee on Oversight and Government Reform, where there are both real and threatened attacks on the Postal Service and its unions, on the wages and benefits of postal employees, and on the collective bargaining process that governs the way in which the Postal Service and postal unions seek equitable resolution on these issues.

Fortunately, the NPMHU only recently held its Biennial Legislative Conference for the 113th Congress in May 2013, so the union leadership, at both the National and Local levels, is extremely familiar with the various issues pending before the House. At the time of that conference, only a few bills had been introduced; since then, additional bills including proposals from both the Chairman and the Ranking Member of the House Committee have been submitted for consideration. Together with S. 1769, (the Senate bill passed in April 2012), these House bills will form the starting points for debate about the postal reform legislation.

*** LEGISLATIVE CONFERENCE, MAY 2013

In May 2013, more than one hundred mail handlers from across the country gathered in Washington, DC to participate in the NPMHU's biennial Legislative Conference for the 113th Congress. The two-day conference was filled with significant programs and activities.

The first day included a full training program, with a host of speakers highlighting both the substance of USPS issues now facing Congress and the methods used by successful lobbyists. National President John Hegarty, National Secretary-Treasurer Mark Gardner, and Director of Political & Legislative Affairs Bob Losi opened the program by highlighting the importance of the NPMHU's representation on Capitol Hill, noting in particular that year-round legislative and political involvement must be part of the commitment made by all NPMHU activists.

The program also included appearances by AFL-CIO President Rich Trumka and Terry O'Sullivan, President of the NPMHU's international parent body, the Laborers International Union of North America, both of whom criticized the do-nothingness of the current Congress, while simultaneously noting that no action by Congress during 2013 may, in fact, be preferable to any affirmative action that Congress might adopt.

The conference also heard from a host of experts on the postal issues that currently are being debated in the nation's capital. Among the featured speakers were Congressman Gerald E. Connolly (D-VA), a key member of the House Oversight & Government Reform Committee; Congressman Michael Grimm (R-NY), a crucial supporter of mail handlers and other postal employees living and working on Staten Island, NY; and Senator Bernie Sanders (I-VT), the author and sponsor of one of the postal reform bills (S. 316) fully supported by the NPMHU. Important presentations also were made by Bevin Power-Albertani and Dave Hickey, political specialists with LIUNA, and by several key representatives from other unions with whom the NPMHU coordinates its legislative efforts, including Paul Swartz from the NRLCA and Myke Reid from the APWU.

The second day of the Conference allowed mail handlers to meet with Members of Congress and their professional staff. During those meetings, mail handlers expressed their support for the Postal Service Protection Act of 2013, S. 316 and H.R. 630. These identical bills are described in more detail below.

The day of direct lobbying ended with a reception, held in the Rayburn House Office Building, at which various Members of Congress and staff members stopped by to discuss issues relevant to the NPMHU and all mail handlers in a more relaxed setting. Not only were the NPMHU leadership and scores of mail handlers able to share their views on pending issues throughout the day, but relationships forged during the conference will prove helpful during the coming weeks and months as postal issues continue to occupy center stage on the legislative agenda.



I National Secretary-Treasurer Mark Gardner and recently retired MHBP Executive Director Ken Nickels **I**



I From the LIUNA Political Department, David Hickey and Bevin Power-Albertani presented to the NPMHU attendees **I**



I NPMHU Political Advisor Roger Blacklow **I**



I Local 308 Treasurer Michael Mohan **I**

Eastern Region Vice President
and Local 305 President Kevin Fletcher



Local 315 President David Jarvis



Myke Reid APWU Legislative
and Political Director



Paul Swartz NRLCA Legislative
and Political Director



National Legislative
and Political Director Bob Losi



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NPMHU SUPPORTS SEVERAL BILLS AND RESOLUTIONS

The NPMHU has been urging Members of Congress to cosponsor and otherwise support legislation that would assist and support the Postal Service and postal employees in their efforts to work through the current economic decline.

Of most importance, the NPMHU supports the Postal Service Protection Act of 2013, introduced by Senator Sanders and Congressman Peter DeFazio (D-OR)—which, as of August 7, 2013 has 29 co-sponsors in the Senate and 168 bi-partisan co-sponsors in the House. If adopted, these bills would:

- end the pre-funding mandate of the Retiree Health Benefit Fund, which now requires the USPS to make 75 years of retiree health-care benefit payments over a 10-year period, a burden no other government agency or private company is forced to bear.
- allow the Postal Service to recover over-payments it previously has made to the Civil Service Retirement System (CSRS) and the Federal Employee Retirement System (FERS).
- re-establish overnight delivery standards for first-class mail, which would ensure timely delivery schedules and help keep mail processing facilities open.
- protect six-day delivery.
- permit the USPS to develop innovative products and services that would generate new sources of revenue, such as issuing licenses, ending the prohibition on beer and wine shipments, and providing notary services.
- ensure security for rural post offices by giving the Postal Regulatory Commission (PRC) binding authority to prevent post offices from being closed based on the effect such closures would have on their rural communities.
- establish the position of the Chief Innovation Officer and a Postal Innovation Advisory Commission, to develop a comprehensive strategy for maximizing USPS revenue through innovative postal and non-postal products and services.

In addition, the NPMHU has been supporting H.R. 961, introduced by Representative Stephen F. Lynch (D-MA) and co-sponsored by 141 other Representatives. This legislation would provide a new formula for calculating postal employee pension contributions using USPS-specific numbers—that is, the normal-cost percentage method multiplied by the aggregate amount of basic pay payable to postal employees. It also would allow for the use of excess FERS contributions by the Postal Service.

Local 297 President Beverly Henderson and Vice
President Chris Bentley participate in group discussion



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HOUSE COMMITTEE CONSIDERS DIFFERENT APPROACHES TO POSTAL REFORM

With the recent flurry of activity before the House Committee, the NPMHU is carefully monitoring several pieces of legislation that only recently have been proposed in the House.

First, Committee Chairman Darrell Issa (R-CA) has introduced his own version of postal reform legislation, H.R. 2748, which was considered by the full committee on July 24, 2013. Prior to that consideration, all postal stakeholders were asked to submit their views, and National President Hegarty responded with a lengthy letter, which is reprinted here:

Dear Chairman Issa:

As National President of the National Postal Mail Handlers Union ("NPMHU"), I am writing on behalf of more than 40,000 mail handlers employed by the U.S. Postal Service to express the NPMHU's views on the discussion draft that you circulated for the Postal Reform Act of 2013. The NPMHU appreciates the opportunity to comment on this discussion draft, and notwithstanding our substantial misgivings with that draft, appreciates the attention that the Committee is paying to these important issues.

Before setting forth the NPMHU position on specific issues addressed in the discussion draft, it would be helpful to outline the fundamental principles from which those positions emanate. First, the NPMHU believes that the Postal Service, as the most trusted federal agency and an essential component of the nation's communications system, must be preserved. Second, preserving the Postal Service means that the Postal Service should take all necessary steps to maintain its service standards and universal service, and should be not be reducing service to the American public unless and until it is the last available alternative. Third, the Postal Service should have access to its own monies, through the return of its overpayments into the federal pension systems, and primary control of its major financial decisions, most notably through the repeal or substantial readjustment of the pre-funding requirement for the Retiree Health Benefits Fund. Fourth, Congress needs to allow the collective bargaining process to continue, without legislative interference, as it has operated well for the past 43 years, without any labor strife or disruption of service to the American public. And fifth, the Postal Service should be allowed to expand the scope of its postal services, and provide non-postal services, that are consistent with its overall mission and its service to the American people.

Applying these principles to the proposals contained in the discussion draft leads the NPMHU to the following positions:

- 1 *The Postal Service's overfunding of the Federal Employees Retirement System (FERS) and Civil Service Retirement System (CSRS) should be returned to the Postal Service. You indicated during the July 17, 2013 hearing that your revised bill would provide for the return of FERS overpayments, calculating those monies using USPS-specific*



Representative Michael Grimm (R-NY)



Senator Bernie Sanders (I-VT)



AFL-CIO President Richard L. Trumka



Local 304 President Clyde Patterson

Local 302 Stewards Christina Davis, and Kim Garcia with Recording Secretary Juanita Contreras



Attendees prepare for trip to Capitol Hill



NPMHU activists discuss Postal Legislation



Local 306 Recording Secretary Belinda Jackson (l) and Vice President June Harris (r)



Letter to Congressman Issa (continued)

actuarial data, and that certainly is a step in the right direction. The NPMHU also believes that the use of these monies should be managed by the Postal Service, and not dictated by any legislation.

- 2 The requirement that the Retiree Health Benefits Fund should be pre-funded needs to be repealed. The RHBF already contains almost \$50 billion, and no public agency or private corporation is required to pre-fund 100% of its retiree health obligations. In this regard, even last year's Senate-passed bill and the draft released by Congressman Elijah Cummings—both of which amortize the pre-funding over 40 years at 80%—are insufficient, as they would provide relatively small savings to the Postal Service over the next ten years. The NPMHU suggests a total repeal of the pre-funding requirement, or at minimum a suspension of any payments required for the next few years with a 40-year, 80% amortization beginning at the end of that suspension period.
- 3 Any postal reform legislation needs to maintain service standards and preserve the mail processing network, with continued support for six-day delivery and smaller post offices. With regard to the mail processing network, the Postal Service is currently planning and implementing a series of plant closings and consolidations that are doing great harm to the network maintained by the Postal Service, and could require adverse changes in service standards for USPS customers. Such changes to the mail processing network are short-sighted, and reduce the future ability of the Postal Service to respond to increased demand. These changes would not be necessary if Congress would provide the financial relief discussed above.
- 4 All proposals in the discussion draft that seek to revise or eliminate collective bargaining should be removed. Legislative interference in a negotiations process that has successfully served the Postal Service, its employees, and the American public for the past 43 years is wholly unjustified. The NPMHU's strenuous opposition to these proposals applies to all attempts to limit or prohibit negotiated no-layoff clauses (even if applied only to future agreements), to change workers' compensation provisions, to repeal Section 1005(f) of the Postal Reorganization Act, to adjust the comparability standard, to compel equality between postal and federal benefit contributions, or to amend the governing arbitration procedures. Postal management and the postal unions have amply demonstrated that they are capable of negotiating and/or arbitrating fair and equitable collective bargaining agreements, appropriate changes to employee benefits, early retirement incentives, and additional workforce flexibility when such measures are justified by economic or operational conditions. Given the recent successes in this area, Congressional attempts to revise decades-old and well-accepted procedures or to dictate outcomes in negotiations are unavoidably viewed as politically motivated attacks on collective bargaining. All of these provisions in the discussion draft should be eliminated.



National President John Hegarty and Legislative and Political Director Bob Losi on Capitol Hill

Letter to Congressman Issa (continued)

- 5 The NPMHU objects to legislative proposals that would change the governance structure of the Postal Service. To be sure, the NPMHU has not hesitated to criticize either the Board of Governors or USPS management when such criticism is deserved, and the Congress has done the same. But to believe that a temporary governance structure granting outsiders extraordinary power over the Postal Service might be beneficial is to ignore reality: it takes years, not weeks, to understand and appreciate the Postal Service, its business, and its various complications, and no outside governance could hope to solve its problems simply because it comes from the outside. The NPMHU believes that, with the proper financial relief as described above, the Postal Service will have the ability to thrive over the coming years, as standard and package mail increases and losses of first-class mail slow down.
- 6 The NPMHU fully supports proposals that would allow the Postal Service to offer additional postal services or various types of non-postal services. Similarly, the NPMHU has no objection to efforts to encourage innovation in the Postal Service.

Thank you for the attention and consideration of these matters.



Local 320 Chief Steward Bernie Gonzales and Western Region Vice President and Local 320 President Rudy Santos (r)



Local 304 Steward Darvis Wanton (l), and SEBM Andrea Maliszewski



Representative Gerry Connolly (D-VA 11th) addresses NPMHU's activists

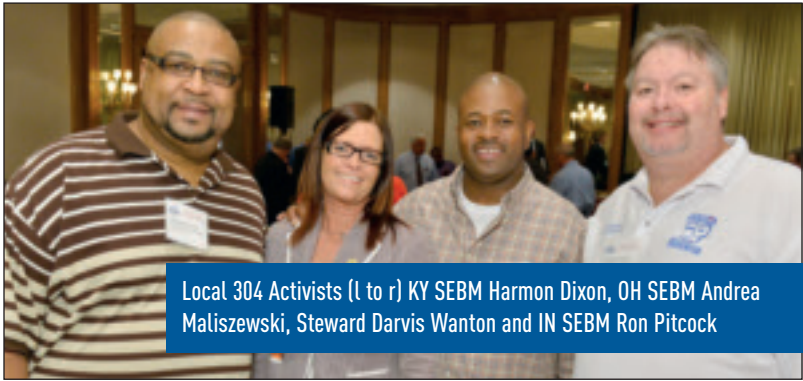




Local 306 activists (l to r) Vice President June Harris, Central Region Vice President and Local President Jefferson C Peppers III, Recording Secretary Belinda Jackson, WI SEBM Timothy McKenna, Linda Coleman and IL SEBM Richard Coleman Sr.



Local 297 President Beverly Henderson and Representative Hakeem Jeffries (NY-D 8th)



Local 304 Activists (l to r) KY SEBM Harmon Dixon, OH SEBM Andrea Maliszewski, Steward Darvis Wanton and IN SEBM Ron Pitcock



Local 311 advocates (l to r) Vice President Byron Bennett, Treasurer Darren Atterbury, Recording Secretary Harry Kimbrough, President Larry Gibson, SEBM Linda Lewis, and Eastern Region Director Eileen Mills

The NPMHU Legislative Agenda FOR THE 113th CONGRESS

Every two years, the Committee on the Future of the National Postal Mail Handlers Union adopts a compre-

hensive legislative agenda for the new Congress. This year is the start of the current 113th Congress, which covers the years 2013 and 2014, and once again a legislative agenda has been developed. Included on this agenda are specific legislative goals, as well as various political matters on which the NPMHU National Office will be working during the next two years.

After the 2012 national elections, President Obama remains in the White House and the Senate remains under the control of Democrats, while the House of Representatives is still controlled by the

Republicans. If anything, the differences between the chambers have increased, as the majorities have become more polarized and combative. The next two years, therefore, are likely to be dominated, at least in the House, with a continuation of anti-worker, anti-union, and anti-USPS rhetoric and proposals that pose serious risks for the NPMHU and all mail handlers.

As always, the NPMHU will continue its fight to protect the legislative interests of all mail handlers and promote deeper involvement of its members in the legislative and political arenas.

FOR ADDITIONAL DETAILS regarding the NPMHU Legislative Agenda, please read each segment printed in this magazine:

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Restoring the Postal Service's Financial Stability by Eliminating or Delaying Payments to the Retiree Health Benefits Fund and Correcting Pension Mistakes in both the CSRS and FERS Retirement Systems

The NPMHU will monitor and strongly support legislation and/or administrative action to restore the financial stability of the U.S. Postal Service.

In particular, the NPMHU is strongly supporting legislation that would amend the Postal Accountability and Enhancement Act of 2006, which still requires pre-funding of the Retiree Health Benefits Fund at the rate of approximately \$5.6 billion per year. Although the fund is being used to accumulate funds to pay for current employees' estimated health benefits when they retire, the fund already contains \$46 billion, and future payments can easily be slowed. Under these proposals, no current retiree would be affected, nor would any future retiree lose any benefit.

The NPMHU also is seeking changes, either by legislation or by administrative action, to reimburse the Postal Service for excessive contributions it has made to the CSRS and the FERS.

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ABOUT THE ISSA BILL...

On July 24, 2013, the full House Committee adopted some minor amendments to the Issa Bill (H.R. 2748), and then passed the bill on a straight party-line vote, with 22 Republicans voting in favor of the bill and all 17 Democrats voting against. As passed, the bill is wholly unacceptable, as it contains wholesale changes to collective bargaining and deep cuts in service. For example, the Issa Bill contains each of the following measures:

- Prohibits future collective bargaining agreements from restricting reductions in force.
- Requires that postal employee contributions for health insurance and life insurance be equal to the higher contributions paid by federal employees, essentially dictating the results of future negotiations.
- Repeals section 1005(f) of Title 39, which currently states as follows: "No variation, addition, or substitution with respect to fringe benefits shall result in a program of fringe benefits which on the whole is less favorable to the officers and employees than fringe benefits in effect on the effective date of this section [in July 1971], and as to officers and employees for whom there is a collective-bargaining representative, no such variation, addition, or substitution shall be made except by agreement between the collective-bargaining representative and the Postal Service."



Southern Region Vice President and Local 318 SEBM Lawrence Sapp discussing Postal Legislation with Representative Bilirakis' staffer (FL-R 12th).



Local 302 Branch President Fernando Matta and Western Region Director Richard Siu sign into Representative George Miller's office (CA-D 11th)



Local 302 meets with Congressman George Miller's staff, (l to r) Press Secretary and Legislative Assistant for Rep. George Miller—Peter N. Whippy, Shop Steward George Ramos, SEBM Fernando Matta, Western Region Director Richard Siu, and San Jose Branch President Lenin Brito

Working to Prevent Harmful Legislation

The NPMHU will work, together with similarly interested parties, to prevent legislation harmful to mail handlers and other postal employees, including the following:

- Potential changes to the workers' compensation system that is now part of the Federal Employees Compensation Act and its governing regulations. Last Congress, Senator Susan Collins (R-ME) was able to get the substance of her bill included in the compromise on postal reform adopted by the full Senate; that bill is premised on her view that retirement-eligible federal or postal employees still receiving compensation for on-the-job injuries are wasting taxpayer dollars and should get retirement benefits instead.
- Efforts in Congress to grant the Postal Service with authority to reduce guaranteed six-day delivery to all residential addresses.
- Proposals to amend the PAEA to require interest arbitrators to take account of the Postal Service's financial condition before issue final and binding contract terms.
- Proposals to raise health insurance premiums for postal employees or to weaken the Federal Employee Health Benefit Program.
- Proposals to reduce retirement security for current and future retirees, including potential cuts in Social Security or in the CSRS and FERS programs
- Efforts in various state legislatures to enact "do not mail" or anti-"junk mail" bills that allow individuals to remove their names and addresses from mailing lists used for commercial mail purposes.



L320 activists (l to r) Chief Steward Bernie Gonzales, Recording Secretary Susanna Paniagua, and Western Region Vice President and Local 320 President Rudy Santos



Western Region Vice President and Local 320 President Rudy Santos, Local 320 Recording Secretary Susanna Paniagua, and Chief Steward Bernie Gonzales meet with member of Representative Ann Kirkpatrick's staff. (AZ-D 1st)



(l to r) Local 303 activists Treasurer Van Cunningham, President Eddie Cowan and Branch President Ron Williams



(l to r) Brooklyn Branch President and NY SEBM Marcenia Johnson, Stamford Branch President and CT SEBM Donald Utz Jr., Eastern Region Director Tom Ruther, Northeast Region Vice President and Local 300 President Paul Hogrogian, National Secretary-Treasurer Mark Gardner, Local 300 Treasurer Kevin Tabarus, National President John Hegarty and Local 300 Vice President Robert Blum



NPMHU President Hegarty addresses those in attendance at the evening reception on Capitol Hill



Local 318 Activist Gary Jones, Local 318 President Nick Mosezar, National Legislative and Political Director Bob Losi, Representative Joe Garcia (FL-D 26th), Southern Region Vice President and Local 318 SEBM Lawrence Sapp, and Local 318 Treasurer Joyce Weber



Representative Joe Garcia (FL-D 26th) discusses Postal issues with National Legislative and Political Director Bob Losi, Local 318 President Nick Mosezar and National President John Hegarty



National Secretary-Treasurer Mark Gardner, Patty Gardner, and Representative Joe Garcia (FL-D 26th)

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Southern Region Vice President and Local 318 SEBM Lawrence Sapp and Senator Bill Nelson (FL-D)



Representative Timothy H. Bishop (NY-D 1st) and Local 300 Treasurer Kevin Tabarus

About the Issa Bill (continued)

- Changes the definition of “comparability” with the private-sector under the employment policy sections of the PRA.
- Alters the binding interest arbitration provisions for resolving bargaining disputes by requiring last-best-final offers to a panel of arbitrators, none of whom are direct appointments by the parties and all of whom must be satisfied that the final award takes account of the current and future financial condition of the Postal Service.
- Creates a new workers’ compensation system that would reduce benefits for injured workers.
- Requires annual reporting of all postal time used by employees for union representational activities.
- Allows five-day delivery, except for packages or when a holiday would cause three consecutive days without delivery.
- Requires that more than 30 million delivery points be converted from door-to-door delivery to cluster-box delivery.
- Creates a separate bureaucracy to replace the USPS Board of Governors, with the power to set budget and financial priorities until the Postal Service runs two consecutive years of surplus.
- Fails to provide a permanent solution to the burdens imposed by the Retiree Health Benefits Fund.
- Fails to allow the Postal Service to utilize its acknowledged overpayments into the FERS fund.

Also during the July 24, 2013 markup session, the House Committee—by the same vote totals—rejected an alternative bill introduced by Ranking Member Elijah Cummings (D-MD). Although by no means perfect, this version of postal reform legislation, derived from H.R. 2690, is far and away preferable to the Issa bill.



Central Region Vice President and Local 306 President Jefferson C Peppers III, IL SEBM Richard Coleman Sr., Linda Coleman, and WI SEBM Timothy McKenna meet with Senator Richard Durbin's staff (IL-D)



Terry O'Sullivan, LIUNA General President makes an important point

Working to Enact New Legislation

The NPMHU will continue to urge Congress to adopt legislation necessary to the improvement of the lives and working conditions of mail handlers and other postal and federal employees. These efforts will focus on the following pieces of legislation:

- Legislation to eliminate or curtail the Government Pension Offset.
- Legislation to eliminate or curtail the Windfall Elimination Provision.
- Legislation that will limit USPS closings and consolidations and/or limit proposed changes to USPS service standards
- Legislation to provide pre-tax health care premiums for postal and federal retirees (premium conversion).
- Legislation, at the state and local level, to provide a guaranteed living wage, in excess of the federal minimum wage, to workers and their families.
- Legislation, primarily at the state and local level, to encourage democratic participation through "vote by mail" initiatives
- Legislation to eliminate the open shop and to provide for union-security clauses or the agency shop in the Postal Service.
- Legislation or other Congressional action to eliminate or discourage the subcontracting or outsourcing of career postal jobs.
- Legislation to reform U.S. labor laws—through the enactment of the Employee Free Choice Act or similar proposals—to eliminate delays, provide for effective remedies for violation of the law, and to return to the original purposes of the National Labor Relations Act.
- Legislation to ensure the future viability of Social Security.



National President John Hegarty



Representative Gerry Connolly (D-VA 11th)



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



Local 300 Vice President Robert Blum

★ ★ ★

NEXT STEPS

As usual, Congress has a lengthy recess during the month of August, and the earliest possible votes on the House floor therefore will not occur until September. Meanwhile, Senator Tom Carper (D-DE) is planning on introducing his own version of postal reform in the Senate, presumably though not necessarily based on last year's bill (S. 1789) that actually was adopted by a bi-partisan majority of the full Senate. That bill only protected universal service for two years, and inappropriately amended OWCP protections for injured mail handlers and other federal and postal employees, so the NPMHU is still working to improve whatever Senate bill eventually is introduced by the Committee Chairman this year. Of course, we are urging Senator Carper and his staff to adopt the provisions of Senator Sanders' bill, S. 316, as his own.

To generate support from the entire membership during the crucial August recess, the NPMHU has joined with the American Postal Workers Union to announce plans to conduct a nationwide joint lobbying effort over the Congressional recess from August 5 to September 6, at which time our legislative activists will urge Senators and Representatives to co-sponsor the Postal Service Protection Act (H.R. 630 in the House/S. 316 in the Senate), the Protect Overnight Delivery Act (H.R. 2459), and the United States Postal Service Stabilization Act (H.R. 961).

This joint effort is intended to build support for the unions' demand that Congress take action now to save the Postal Service and protect postal jobs. Currently, there are 29 co-sponsors for S. 316, 165 co-sponsors for H.R. 630, 73 co-sponsors for H.R. 2459, and 132 co-sponsors for H.R. 961, but many more are needed. (Any mail handler can check the list of co-sponsors at <http://capwiz.com/npmhu/issues/bills/> to see if your Members of Congress have signed on.)

In a letter to Local Presidents during July 2013, President Hegarty wrote, "Whether or not your facility is affected by consolidation, the



Southern Region Vice President and Local 318 SEBM Lawrence Sapp and Representative Corrine Brown (FL-D 5th)



Local 307 SEBM/Branch President Rita Tripp and Local President James Haggarty



Local 334 Vice President Anthony Shell and SC SEBM Sheldon Adams



Local 304's SEBM Andrea Maliszewski, Local President Clyde Patterson and KY SEBM Harmon Dixon

National President John Hegarty presents Congressman Richard E. Neal (D-MA 1st) with a summary of the Union's position on pending Postal legislation



Postal Service's plans to cut service will affect your job, and your livelihood. The Postal Service needs to grow the business, not cut services to the American people." Hegarty urged locals to contact their Congressional representatives' and senators' state offices to schedule an appointment as soon as possible, to explain the urgency of the House and Senate adopting meaningful postal reform before the end of USPS fiscal year on September 30, 2013.

In addition to supporting the listed bills, the NPMHU and its Local leaders need to oppose the Issa bill described earlier. It is plainly unacceptable, as it would interfere with collective bargaining, degrade service to the American public, and not provide any long-term fixes to the Postal Service's current financial situation.

In the past, our union officers and grass-roots activists have done a great job educating both the public and Congress on the issues surrounding postal reform, but much more is needed. Congress needs to act before it's too late, and it's up to us to get that message to them; indeed, some of the worst outcomes for the Postal Service and mail handlers might occur if the Congress does nothing, as the Postal Service will continue to use the specter of financial insolvency as an excuse for cutting service, closing mail processing facilities, and reducing the number of career employees. At the same time, Congress also has to act in the right way, and not in the way outlined by the Issa bill.

To help any mail handler who wants to communicate with his or her elected Members of Congress, the NPMHU has set forth our key principles for meaningful postal reform that would deserve our full support:

National Postal Mail Handlers Union

(l to r) Local 300 Treasurer Kevin Tabarus , Northeast Region Vice President and Local 300 President Paul Hogrogian, Representative Carolyn Maloney (NY-D 12th), Vice President Robert Blum, NY SEBM Marcenia Johnson

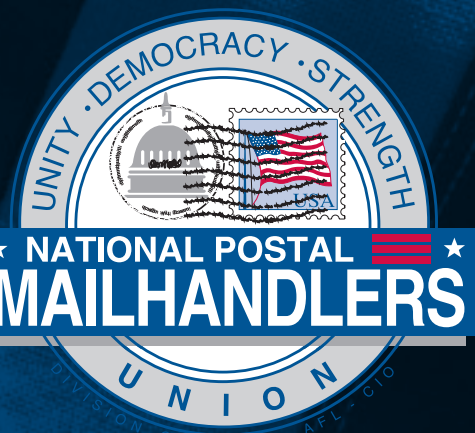


NJ SEBM Nick Campellone, Local 308 President John Gibson and Local 308 Treasurer Michael Mohan



Preparing for the 2013 State Elections and the 2014 Federal Elections

Campaigns no longer occur between Labor Day and Election Day. Both Democratic and Republican candidates seeking office are running longer and more expensive campaigns. Beginning almost immediately, and continuing into next year, the NPMHU will join with others in the American labor movement to prepare for the 2014 Congressional elections and state and local elections (a few of which will be held in 2013). The NPMHU will take all reasonable steps to ensure that mail handlers and their families are actively involved in these upcoming elections, through voter registration, education and turn-out. It is critical that all mail handlers and their families not only are registered to vote, but that they go to the polls to have their voices heard. We must continue to work to ensure that pro-union, pro-worker candidates are elected to represent our interests.



Local 301 Branch President William Creamer, President Robert Broxton, and Vice President Daniel St. Marie take Union's message to Capitol Hill



Local 308 SEBM/Branch President Michael Rembelinsky and Local 322 President Michael McIntyre

REFORMS NEEDED TO SAVE THE SERVICE:

- Stop cuts to service, closures and consolidation of processing facilities. The USPS must not be forced to destroy its vast network, which is needed to ensure timely mail processing.
- Repeal the mandate to refund future retiree health benefits. The 2006 PAEA requires an unsustainable annual \$5.6 billion payment to pre-fund 75 years of benefits for future retirees—a burden no other government agency or private entity is forced to bear.
- Return CSRS and FERS over-payments. USPS has overfunded its federal pension obligations. Unless this money is refunded, USPS will have insufficient funds to make necessary capital investments.
- Preserve the collective-bargaining process. Collective-bargaining has been in effect since the creation of the Postal Service and ensures good, middle-class jobs that support thousands of American workers and their families.
- Allow USPS to expand into new service lines. By expanding into needed services such as lockboxes, digital products or internet services, the Postal Service can attract new customers and meet community needs, especially in rural areas.
- Allow postal rates to be set by market principles. And allow USPS to set rates necessary to cover its costs and continue to provide universal service.

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BECOME A LEGISLATIVE ACTIVIST NOW!

What can you do to help? With so many crucial issues pending before Congress, all mail handlers are encouraged to increase their involvement in legislative issues. The first step in doing so is to register as a legislative activist on the NPMHU website at www.npmhu.org. Then, join with your Local Union activists and communicate directly with your Members of Congress. The job or facility you help to save may be your own.

Southern Region Vice President and Local 318 SEBM Lawrence Sapp and Senator Bill Nelson's Legislative Assistant (FL-D)



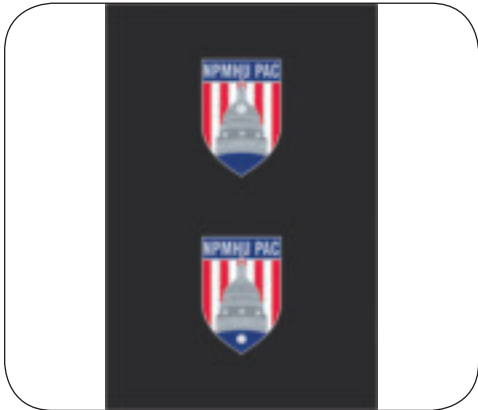
Terry O'Sullivan, LIUNA General President delivers inspiring remarks to the Union's 2013 Legislative Conference attendees



Summer 2013

2013 PAC

INCENTIVE AWARDS



2013 PAC Incentive Awards

Level	Donation	Award
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	Two Mug Set
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Blanket Throw
Ambassador	\$500	PAC Cooler Set



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.

PACkie awards are accolades of recognition highlighting a Locals commitment to the success of the NPMHU Political Action Committee.

The winners exemplify excellence amongst our NPMHU locals.



(l-r) Local 299 President Jason Adachi and National Legislative and Political Director Bob Losi



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

4th Annual PACkie Awards



(l-r) Local 301 President Bob Broxton and National Legislative and Political Director Bob Losi



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



(l-r) Local 310 President Pervous Badilishamwalimu and National Legislative and Political Director Bob Losi

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 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.



(cut here and return to NPMHU PAC. Please refer to page 19 of this magazine to see the 2013 Incentive Awards.)

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

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

Here is my contribution of (please circle one):

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

Name: _____

____ VISA ____ MasterCard

Address _____

Acct. # _____

City _____ State _____ Zip _____

Expiration Date: _____

Please charge my credit card as indicated above.

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

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

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

PostalEASE BY TELEPHONE:

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

When prompted Press **#1** for PostalEASE

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

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

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

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

When prompted Press **#2** to continue

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

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

When prompted for the account number enter the following :

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

Press **#1** if correct

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

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

Press **#1** if correct

When prompted Press **#1** to process

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

For your records:

Record the confirmation number _____

Record the start date of the salary allotment _____

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

PostalEASE on the WEB:

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

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

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

Follow the link for PAYROLL- Allotments/NTB

Continue to the ALLOTMENTS section

Your ROUTING TRANSIT NUMBER is: **054001220**

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

For 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.

PLANNING AND STRATEGIZING FOR THE FUTURE

REPORT FROM THE COMMITTEE ON THE FUTURE

First created by the National Executive Board in 1996, the Committee on the Future of the NPMHU continues to meet on a semi-annual basis in order to engage in long-range planning and strategic thinking for the Union and all mail handlers employed by the U.S. Postal Service. The Committee usually focuses on five key issues facing the NPMHU: privatization of the Postal Service; the NPMHU's legislative relations program; USPS automation and other technological changes; financial planning, especially at the Local level; and membership recruitment.

The current members of the Committee include all members of the NEB and Local Union Presidents Ernie Grijalva of Local 302, Anthony Davis of Local 314, David Jarvis of Local 315, Nick Mosezar of Local 318, and J.R. Macon of Local 329.

At its most recent three-day meeting in June, which was held at NPMHU National Headquarters in Washington, DC, the Committee focused on several extremely important topics:

First, the Committee addressed the special needs of the newly-hired Mail Handler Assistants (MHAs). More than 4,000 MHAs have been hired into the mail handler craft since early April 2013. At an earlier meet-

ing, the Committee spent a considerable amount of time and effort writing and revising materials that could be circulated to the Local Unions as a guide for attending and presenting orientation programs for newly hired MHAs. At this meeting, the Committee started to develop materials that can be circulated directly to MHAs about their rights and benefits under the National Agreement, including their right to be converted to career employment under certain circumstances.

Second, the Committee continued to review some disturbing reports that have been issued by so-called think tanks to encour-

age the Postal Service to consider privatizing all aspects of its operations other than delivery. This "hybrid privatization" model would allow the Postal Service to reduce mail processing, transportation, and maintenance costs, while maintaining a USPS presence in the residential neighborhoods and commercial establishments that rely on the Postal Service as their primary link to the federal government. The Committee discussed possible responses to these reports, with special emphasis on Pitney Bowes, which has been providing financial support to the organizations and individuals preparing these reports while, in a thinly-veiled conflict of interest, it

The Committee on the Future of the NPMHU recently met in Washington D.C. to address a plethora of important issues.



Summer 2013

continues to make a considerable percentage of its profits in the mail preparation, presorting, and related industries. The Committee intends to monitor further developments on this subject, while at the same time preparing a direct response to disclose the bias and conflicts of interest that are motivating Pitney Bowes and other supporters of “hybrid privatization.”

Third, the Committee reviewed some limited automation changes that the Postal Service is implementing, paying particular attention to an upcoming jurisdictional determination that is expected to govern staffing on various Tray Sorters and Universal Sorters.

Fourth, the Committee analyzed recent legislative developments. Although publicly dormant for many months, more activity is expected (see related article in this magazine) given that the financial and strate-

gic pressures on the Postal Service are still mounting. A Legislative Conference was held in May 2013, and both the House and Senate are considering alternative postal reform bills present significant issues

Fifth, the Committee participated in a training program about the changes made to the National Agreement by the Fishgold Arbitration Award. This training program will be presented to the Local Unions during the next Semi-Annual Meeting.

Finally, the Committee also discussed other issues that are crucial to the survival of the Union, including

- The continued vitality of the Mail Handler Benefit Plan.
- The Postal Service’s attempt to create a postal-only health insurance plan, at

least for the new non-career employees being hired by the agency.

- The Postal Service’s continuing plans to close and consolidate scores of mail processing facilities.
- Recent trends in NPMHU membership numbers.
- Recent subcontracting initiatives by the Postal Service.
- Expected improvements in finances of the Local Unions from the changes made at the 2012 National Convention and the re-establishment of wage increases under the National Agreement beginning in November 2013.

The next meeting of the Committee on the Future is scheduled for January 2014, at which time the Committee will issue another written report.

The Committee usually focuses on five key issues facing the NPMHU:

1. privatization of the Postal Service;
2. the NPMHU’s legislative relations program;
3. USPS automation and other technological changes;
4. financial planning, especially at the Local level; and
5. membership recruitment.

LOCAL NEGOTIATIONS

Since the beginning of full postal collective bargaining in 1971, the contractual rights and benefits of bargaining unit employees have been negotiated at the National level. However, the implementation of certain provisions of the National Agreement has been left to the local parties on the basis of their particular preferences and circumstances.

As a reminder to all Union Representatives, in accordance with the provisions of the 2011 National Agreement between the NPMHU and the Postal Service and in compliance with the terms of the Fishgold Arbitration Decision issued on February 15, 2013, the implementation period for local negotiations in all facilities employing mail handlers is scheduled to begin on or after September 1, 2013 and is scheduled to conclude on or before October 30, 2013.

Upon one's properly submitted written notice of a party's intent to invoke the local implementation process, there shall be a 30 consecutive day period of local implementation. This 30-day period shall occur within a 60-day period commencing on September 1, 2013; all negotiations must end by October 30, 2013. The parties are expected to agree to the specific 30-day period, but the default period shall be from October 1, 2013 through October 30, 2013 if you are unable to reach agreement on these dates.

If neither party provides written notification of its intent to invoke the local implementation process on or before September 15, 2013, presently effective Memoranda

of Understanding not inconsistent or in conflict with the 2011 National Agreement shall remain in effect during the term of this Agreement.

To prepare for these upcoming local negotiations, mail handler representatives from around the country who attended the recent Semi-Annual Meeting of the Local Unions in early April also participated in an LMOU training program conducted on Friday and Saturday, April 5 and 6, 2013. The training was presented by several mail handler advocates with dozens of years of bargaining experience, including Paul Hogrogian, President of Local 300, Northeastern Regional Vice President, and National Shop Steward Trainer; Sam D'Ambrosio, former Eastern Regional Vice President and National Trainer; Tim Dwyer, National CAD Representative, and T.J. Branch, National

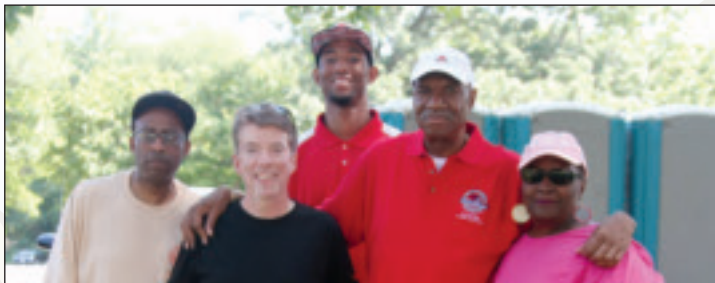
CAD Manager. The training was supplemented by a revised Handbook on Local Negotiations that was distributed at the meeting and also has been distributed on CD to all Local Union officers. As Local Unions and branches enter this round of negotiations, special attention should be given to the concerns of our newest bargaining unit members, the Mail Handler Assistants or MHAs. In the past, the NPMHU has had no institutional role in protecting and improving the rights of non-career casual employees, but this is not the case with MHAs. Their needs, especially on the issue of leave, should be taken into account as Locals prepare for negotiations.

If you have questions about these LMOU procedures or timelines, do not hesitate to contact your Local President, Regional Director or a member of the National CAD.

The implementation period for local negotiations in all facilities employing mail handlers is scheduled to begin on or after September 1, 2013 and is scheduled to conclude on or before October 30, 2013.

Mail Handlers Across the Country

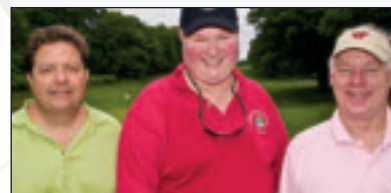
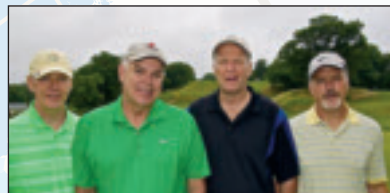
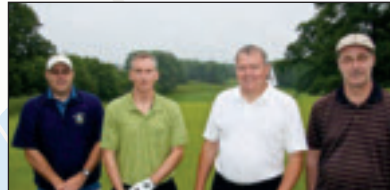
Local 306



National President John Hegarty and Secretary-Treasurer Mark Gardner attend Local 306's 2013 picnic with more than 2000 mail handlers and their families from the Chicago area



Local 301 Golf Fundraiser



Local 301 members, retirees and friends participate in a fundraising golf tournament to support the New England Center for Homeless Veterans.

Local 300 Arbitration Award Training



Local 300 presented a **LMOU and Contract Update (Fishgold Interest Arbitration Award) Training** on July 18 & 19, 2013 given by National Contract Administration (CAD) Representative Tim Dwyer and National Shop Steward Trainer and Local 300 President Paul Hogrojan.

The following officers/representatives participated in the program:

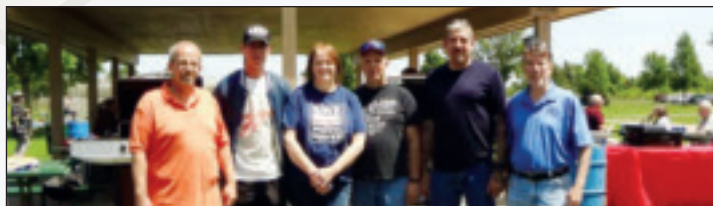
Robert Blum	Vice President
Kevin Tabarus	Treasurer
Charlie Price	NJ State EB Member
Yvette Johnson	NY State EB Member/Branch President-Brooklyn
Willie Delgado	Branch President-NYC
Tom Mullahey	Branch President-NJI NDC
Ray Bermudez	Branch President-DVD
Stan Howard	Branch President-JFK
Alex Frazier	Branch President-NJ LDC
Peter Bilotta	Branch President-Western Nassau
Dawn Licata	Branch President-NY LDC
Tony York	Branch President-Westchester
Trevor Stuart	Branch President-Flushing
Ricky Gonzales	Branch President-Teterboro
James Perkins	Branch President-Mid Hudson
Tom Hynes	Chief Steward in Charge-Kilmer

Local 315



Local 315 members extend a hospitable "Pizza Baron" welcome to National Secretary Treasurer Mark Gardner.

Local 328 Picnic



(l to r) Local 328 officers, Local President Todd Larson, Vice President Gerald Wicks, Sioux Falls BP Patricia Smedsrud, Recording Secretary Arlan Smedsrud, Treasurer Daniel Moser and National President John Hegarty

NPMHU Nationwide Organizing Campaign

JOIN THE UNION—JOIN THE FIGHT It's a Career Decision!

Since their introduction into the Mail Handler bargaining unit earlier this year, nearly 5,000 Mail Handler Assistants (MHAs) have been hired by the Postal Service into the National Postal Mail Handlers Union bargaining unit. Early reports indicate that an extremely large percentage of these new postal employees have joined our union, continuing the NPMHU's record of a consistently high membership rate. The NPMHU proudly welcomes each and every MHA to the Postal Service and to the Union.

Although the NPMHU enjoys a high rate of membership across the country, and the vast majority of MHAs are joining the fight, there remain a small percentage of other mail handler craft employees who are not yet members of the NPMHU. Since all mail handlers share in the rewards and benefits that are provided by the NPMHU—through its work in collective bargaining, and through its efforts to represent craft workers in various other forums—we're sure you will agree that all Mail Handlers should do the right thing, and join the ranks of the NPMHU.

In an effort to further unify our membership during these difficult and uncertain times, the NPMHU Committee on the Future has renewed a nationwide organizing campaign that will be rolled out in the coming weeks. **The theme of this campaign is "Join the Union, Join the Fight—It's a Career Decision!"** As all Mail Handler union members know, there are some who take for granted the hard-fought salary and benefit packages that Mail Handlers enjoy. Many of those individuals do not recognize and value the hard work that NPMHU representatives provide, day in and day out, to secure, maintain, and improve upon our wages, benefits, job protections, and working conditions.

This organizing campaign will empower members to work together to make these non-member hold-outs understand that they have their mail handler jobs only because of the strength and commitment of the NPMHU—and that the time has come for them to join and support the National Postal Mail Handlers Union.

To help facilitate this campaign, the National Office is developing an updated NPMHU organizing brochure, which describes many of the benefits of union membership. Copies of this brochure, along with other organizing materials, will be mailed to thousands of NPMHU officers and shop stewards across the country. The National Office will also distribute to the Local Unions updated reports that list the names of all non-members in each postal facility across the country. The National Union also will be sending a direct mailing from the National Officers encouraging all non-members to join us in our fight to preserve, and build upon, the hard-won benefits currently enjoyed by all members of the NPMHU.

As a special incentive, the National Executive Board has re-instituted, for a limited time, a program wherein the National Union will pay a \$50 "bounty" to each Mail Handler member responsible for signing up a non-member, consistent with the following provisions: To qualify for payment, the current member, steward, or officer must (1) sign up a mail handler who was hired prior to March 1, 2013 (signing up newer employees—those hired since March 1, 2013 will not qualify for payment) and (2) send in the newly-developed sponsor card (copies of which will be mailed to all officers and stewards) to the National Office no later than December 31, 2013. The National Office will monitor the dues check-off report, and will send a \$50 check to the organizer once the eligible new member appears on dues check-off. **Remember, a separate \$50 bounty will be paid for each recruited non-member, consistent with the provisions detailed above, and therefore members who are effective organizers can earn multiple payments.**

We encourage all members to monitor union bulletin boards, National publications and the website www.npmhu.org for additional information on this upcoming organizing campaign.





IT CAN HAPPEN TO ANYONE

SUPPORT THE POSTAL EMPLOYEES' RELIEF FUND

Every year, hundreds of active postal employees and retirees are devastated by hurricanes, earthquakes, floods, tornadoes, or wildfires. Most images on this page show actual damage sustained by fellow Mail Handlers during the recent Hurricane Sandy. Each employee who requested and met the criteria received a PERF grant.

The Postal Employees' Relief Fund (PERF)—operated jointly by Postal Unions, Management Associations, and the Postal Service—helps ease the suffering by administering small relief grants to assist qualifying victims in re-establishing their residence and to help replenish basic necessities in the aftermath of a devastating loss.

Established in 1990 during the aftermath of Hurricane Hugo and the California earthquakes, PERF has made it possible for our postal family to generously contribute more than \$15 million in grants to over 3,000 victims. Grants to Hurricane Katrina alone exceeded \$9 million, so your generosity—more than ever—is needed by your postal family.

Spread the word: Text 'PERF' to 50555 to make a \$10 donation

Mail checks to:

Postal Employees'
Relief Fund
PO Box 7630
Woodbridge, VA 22195

Any donation made to PERF, a non-profit 501(c)(3) organization, is a charitable tax deduction. For details please visit: www.postalrelief.com

Designate CFC #10268—Postal Employees' Relief Fund during the upcoming Combined Federal Campaign; September 1, 2013 through December 15, 2013



I would like to support the work of the Postal Employees' Relief Fund in providing grants to active and retired postal employees who suffer significant damage from natural disasters.

Please accept this tax-deductible contribution of \$ _____

NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

Mail to: Postal Employees' Relief Fund, PO Box 7630, Woodbridge VA 22195
National Postal Mail Handlers Union



BIG NEWS FOR UNION MEMBERS

EARN UNLIMITED

**1.5% CASH
REWARDS**

ON EVERY PURCHASE



INTRODUCING THE NEW AND IMPROVED NPMHU CREDIT CARDS

The NPMHU Rewards Card is one of the 40 Union Plus benefits designed to meet the needs of hard-working union members. Cardholders can earn unlimited, no-hassle 1.5% cash rewards and after just 3 months as a cardholder you may be eligible for unique assistance in times of need. This card comes with:

- ✓ Improved assistance benefits for eligible cardholders, including job loss, strike, disability and hospital grants
- ✓ Low intro APR for 12 months
- ✓ 24/7 U.S.-based customer service
- ✓ Competitive rates
- ✓ \$0 fraud liability if your card is lost or stolen

Get the full details at **UnionPlus.org/New**
or call 1-800-522-4000

Another card option is available. Credit approval required. Terms & Conditions apply.