

The Mail Handler

Mail Handlers Support STOP STAPLES Campaign



Spring 2014

The Mail Handler

The Quarterly Publication of the National Postal Mail Handlers Union

Spring 2014

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On the Cover:

On April 24, 2014, the NPMHU joined forces with the APWU in support of their Stop Staples campaign, attending rallies — protesting the outsourcing of postal services in 27 states across the country.





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National Postal Mail Handlers Union

PRESIDENT'S REPORT

THE STRUGGLE CONTINUES

Dear Members,

You may have noticed a new cooperative spirit between the NPMHU and the other Postal Unions, especially on those topics where we can and should join forces because our interests coincide. One product of that cooperation has been the issuance of a joint statement by all four postal unions, which represents a postal union alliance on certain topics and approaches. It was signed recently by all four Presidents and posted on our web site. The idea is to show that we are united, to engage the public, and to keep the conversation moving in the right direction. Please take the time to read the proclamation, which is published in its entirety later in this magazine.

Basically, what the proclamation says is that we stand united for a public postal service, for the enhancement and expansion of postal services, and for the protection of good union jobs in our communities. We stand with the people of our country in defense of their right to a universal postal service operated in the public interest.

Another area of cooperation is the NPMHU's willingness to support the "Stop Staples Campaign." The Mail Handlers Union has joined with the APWU in this important endeavor. Unlike prior efforts to sell stamps and provide postal retail services to customers through grocery stores or at kiosks or online, which generally represent useful and cost-free ways of making simple postal services more accessible to the largest possible number of Americans, the Staples pilot project is different in kind and in degree. Most critically, the deal between the Postal Service and Staples allows non-union, minimum wage employees with few benefits to sell the full range of postal services,



JOHN F. HEGARTY, National President

without any protection or security for the mail and without any concern for the good, middle-class postal jobs that may disappear as a result. The Mail Handlers Union understands that technology has changed, and will continue to change the Postal Service and the jobs of mail handlers and other postal employees. But there is no reason to combine those changes with the bottom-feeding that is represented by Mitt Romney and his hedge fund's buy-out of Staples, or Sam Walton and his billionaire children who lead Wal-Mart, or that one-eyed dog that seems to run Target. Indeed, it is my understanding that under the contract with Staples, the letters or packages left with Staples employees is not even considered "mail" until it is handed over to the Postal Service for processing. So Staples employees could rifle through these letters or packages, or could delay their processing, or could do whatever else they may want without many repercussions and without the protection of federal statutes guaranteeing the safety and security of the mail.

On April 24, 2014, there was a "national day of action" held to protest the Staples deal. As part of that day of action, an anti-Staples and anti-privatization rally was held at the main Staples store on L Street in downtown Washington, DC, a few blocks from our national headquarters. I spoke out on behalf of the Mail Handlers Union against the senseless privatization of public postal services.

Turning to the subject of USPS finances, the Postal Service continues to plead poverty, but actually it is making a profit. Without considering the retiree health benefit fund payments that everyone knows will not be made, the

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Postal Service ran an operational surplus last year of several hundred millions, and this year that surplus already is over \$1 billion. Why postal management continues to report “losses” and feed into “the sky is falling” mentality has to do with politics and accounting standards and does not reflect financial reality. Even worse, the constant chatter about how the Postal Service may not be able to survive recent financial struggles actually drives mail away from the Postal Service; if management would actually report honestly and positively, perhaps major mailers, advertisers, on-line merchants, and other customers would increase their volumes. Combine that with the security of the mail – far better than the cyber-insecurity of email and the internet— and the U.S. mail could make a comeback of historic proportions.

In a bit of good news, most of the closings and consolidations that were planned for February 2014 are on hold, for now. A notice was posted in the Federal Register towards the end of January 2014, postponing the service standard changes that were to take effect on February 1. If and when the USPS decides to move forward, it will have to post another notice in the Federal Register at least 90 days in advance of any change. There is no telling when, or if, the Postal Service will do this, but indications are that the current moratorium should last for at least two years (that could change, however, so stay tuned).

To give a little bit of history, back in 2005 there were 675 mail processing facilities. Granted not all of those employed mail handlers, but many

of them did. By 2008, the Postal Service was down to 614 facilities, at which point the real cuts started, greatly affecting mail handlers across the country.

Here are the actual numbers: in 2009, the Postal Service reduced to 599 facilities; in 2010, 528 facilities; in 2011, 461 facilities; in 2012, 417 facilities; and finally in 2013, down to 320 facilities, which is where the Postal Service is today. The service standard changes that recently have been put on hold would have implemented a plan to get down to 250 facilities, but that would require a severe, and in our view unjustifiable, reduction in overnight processing and delivery standards.

The Postal Service can hardly process the mail now with 320 facilities, so how will it cope with only 250? The package business is booming, so why would any manager cut more facilities? It makes no sense, but then no one has ever accused USPS management of acting rationally. The Mail Handlers Union and other postal stakeholders have fully explained this situation to Congress. Let’s just hope that our elected representatives are paying attention.

That’s my update for now, Brothers and Sisters.

Until the next time, I remain,

Yours in Solidarity,
John F. Hegarty
National President

“The Postal Service continues to plead poverty, but actually it is making a profit.”



MARK A. GARDNER, National Secretary-Treasurer

With only a few months remaining until the 2014 mid-term Congressional elections, now is a great time for Mail Handlers to ramp up their political activity, and to actively support those candidates for Congress who have actively supported the interests of Mail Handlers and the concerns of America's working families.

As is the case every two years, the entire House of Representatives and a third of the Senate will face election this November. And with so much upheaval and dysfunction throughout our legislative branch, Mail Handlers will have yet another opportunity to help shape a better, more productive tone on Capitol Hill—and to work towards a more worker-friendly Congressional majority—that will help working-class Americans to reclaim their rightful place in our country's social and economic structure.

The results of this election are extremely important for Mail Handlers, as Congress continues its long slog through proposals related to postal reform legislation, and its active involvement in the ongoing debate over the future of the United States Postal Service—including its finances, the mail processing network, service standards or levels, delivery frequency, labor issues, the competitive environment, and the overall place in the ever-growing digital world. Elsewhere in this publication, we have detailed many of the important issues related to the ongoing postal reform debate. Suffice it to say that the political climate in Washington, DC—and the political power of all stakeholders—will continue to drive the options for change in the Postal Service.

With the situation as it is in the USPS, combined with the host of other issues of concern to working families across America, it is important that we elect candidates who are committed to

PREPARING FOR POLITICAL BATTLE: THE 2014 MID-TERM ELECTIONS

supporting our needs and desires, and those of all working Americans. Generally speaking, it is the Democratic Party that has stood behind the efforts and goals of the working class. That is why it is as important as ever to—in the words of labor movement icon Sam Gompers—“reward our friends, and punish our enemies” in this mid-term Congressional election.

Your Union's leadership certainly recognizes the tremendous partisan divide that exists in our country, and we remain mindful that the workforce of the United States Postal Service (our nation's second-largest civilian employer) and the membership of the National Postal Mail Handlers Union represent microcosms of our American society. Given those realities, your leadership also is aware that most, but certainly not all, NPMHU members will agree that the Democratic Party provides the greatest vehicle to promote a worker-friendly agenda. Please know that the political efforts of your union are aimed at ensuring that all NPMHU members are aware of the clear philosophical and substantive differences between the parties and the candidates—particularly with regard to those issues that directly affect both workplace and pocketbook.

Smart labor unions have long known that effective representation begins with being actively engaged in the process of developing a framework of laws that treats workers fairly. The most skilled negotiator, advocate, or steward cannot easily overcome a bad law. The labor family has made great strides in recent years in identifying and supporting candidates for political office

who have demonstrated their commitment to supporting and passing legislation that is good for working families.

While we certainly share many ideals with the Democratic Party, the labor movement's commitment to putting working families first must trump any other ideological differences or local political sensitivities. The very survival of organized labor and our working class is at stake. We can no longer afford to offer our resources and networks to any candidate who is unwilling to defend working families as proposals wind their way through the murky legislative process.

So as we prepare for the battle this November, please take the first steps. If you are not currently registered to vote, please do so. And remind your family, friends, and neighbors to do the same. And remain engaged in the political and legislative debate. Know where your Representative and Senators, and rival candidates, stand on legislation affecting the future of the Postal Service – and your very livelihood. And know where they stand on issues of equity in the workplace, and minimum wage, and organized labor, and the myriad issues that affect the working class each and every day.

Prepare now for victory in November.

Fraternally,

Mark A. Gardner
National Secretary-Treasurer

“We can no longer afford to offer our resources and networks to any candidate who is unwilling to defend working families...”



NPMHU Leadership Convenes at Semi-Annual Meeting

Officers and representatives from nearly every NPMHU Local Union gathered in Hollywood, Florida in early April to participate in the latest Semi-Annual Meeting of the Local Unions (SAMLU). Also in attendance at this event were members of the National Executive Board, all NPMHU National Office department heads, and personnel from the National and Regional Contract Administration Department. Of special note, during his opening remarks, President Hegarty introduced thirteen newly installed Local Presidents and seven re-elected Local Presidents, resulting from elections or appointments occurring since the last SAMLU in August 2013. The new Local Presidents include: Chris Bentley (297); James Mills (298); Daryl Kila (299); Rene Morissette (301); James Bell (304); June Harris (306); Charles Charleston (311); Bryan Easley (315); Mark Bennett (319); Madelyn Puricelli (320); Cindy Hoehl-Rinker (321); Larry Burk (327); and Sheldon Adams (334). The list of recently re-elected Local Presidents include: Ernie Grijalva (302), John Gibson (308), Andy Badilishamwalimu (310), Anthony Davis (314), Nick Mosezar (318), Todd Larsen (328), and Randy Krueger (333).

After welcoming remarks from the SAMLU host city Local President Nick Mosezar, the meeting began with President Hegarty's comprehensive report to the assembly. The President's report focused on the activities of the National Union during the past seven months. A key objective of the NPMHU has been to help protect and preserve the institution of the United States Postal Service. Hegarty spoke about the historic agreement recently signed to unite all Postal Unions into an alliance formed to show solidarity for the purpose of enhancing and expanding service, and protecting good union jobs. "The idea is to show that we are united, to engage the public and to keep the conversation moving in the right direction," said President Hegarty. The National President discussed a refreshed cooperative spirit with the APWU's new leadership, especially on those topics where we can and should join forces because our interests coincide. In this spirit, President Hegarty reiterated the Union's wholehearted support for the APWU-initiated Stop Staples campaign. Hegarty discussed the planned April 24, 2014 day of action, and urged all Local Unions and members to get involved. Members can go online to www.npmhu.org to learn more about



(l-r) Local Presidents Earnest Wallace (325), and Andy Badilishamwalimu (310)



CAD representatives receive questions from SAMLU attendees



NEB Vice Presidents Lawrence Sapp (Southern Region) and Rudy Santos (Western Region) in discussions with Regional Director Don Gonzales



(l-r) CAD Manager Thomas (T.J.) Branch, Local 306 President June Harris, Vice President Gregory Newsome and Treasurer Kenneth Leftridge



National Secretary Treasurer Mark Gardner and Local 318 NDC Branch President Wayne Campbell



SAMLU Host Local 318 President Nick Mosezar welcomes attendees



(l-r) Local Presidents Sheldon Adams (334) and John (J.R.) Macon (329)



(l-r) Vice President, Central Region Jefferson C. Peppers III and Vice President, Eastern Region and Local 305 President Kevin L. Fletcher



Vice President, Northeastern Region and Local 300 President Paul Hogrogian



Vice President, Southern Region and Local 318 SEBM Lawrence Sapp



Vice President, Western Region Rudy Santos



Vice President, Central Region Jefferson C. Peppers III

the Postal Union alliance and the Stop Staples campaign. President Hegarty spoke about the Fishgold Arbitration Award, specifically addressing the establishment of a subcontracting committee that has as its aim, the in-sourcing of some mail handler work that previously was outsourced. President



National President John Hegarty delivers report to the attendees

Hegarty reported that the committee is meeting regularly with a focus on Surface Transportation Centers (STC), Mail Transport Equipment Service Centers (MTEC), and on the bedloading project that was implemented a few years ago. The committee is faced with digesting vast amounts of

data detailing USPS operations, infrastructure and transportation logistics of several types of facilities intertwined across the country. Hegarty also spoke about the NMO initiative that recently started in Chicago, Des Moines and nearby facilities. The committee continues to meet and discuss these issues.

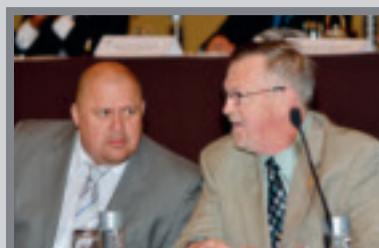
As part of his comments, Hegarty provided a lengthy and detailed review of the various versions of pending postal reform legislation, including USPS finances; the preservation of USPS service standards and six-day delivery; the impact of the White House budget; the continual overfunding of the Federal Employees Retirement System (FERS) and Civil Service Retirement System (CSRS); the unjustified obligation to pre-fund the Retiree Health Benefits Fund; and the NPMHU's support for proposals that would allow the Postal Service to offer additional postal services or various types of non-postal services. In addition, Hegarty highlighted the changes in the ▶



Northeastern Regional Director Tom Ruther



Vice President, Eastern Region and Local 305 President Kevin L. Fletcher



(l-r) Oakland's Western Regional Director Don Gonzales and National CAD Representative Tim Dwyer



Local 301 President Rene Morissette

USPS workforce and the USPS network that have occurred over the past decade, and contrasted such changes with the never-ending proposals for continued downsizing. President Hegarty also spoke about the activities of the Committee on the Future; Contract Administration Department arbitration advocacy training; and issues relative to Mail Handler Assistants (MHAs) and Union membership.

Following President Hegarty, National Secretary-Treasurer Gardner provided a detailed presentation and entertained questions and comments on a variety of topics, including the NPMHU financial statements for the year ending December 31, 2013; an updated presentation and analysis related to Mail Handler complement with particular emphasis placed on the importance of organizing our new MHAs; membership trends and revenue allocation among our Union's affiliated organizations; a review of cost-of living and wage adjustments provided under the 2011 National Agreement; the ongoing nationwide membership organizing campaign; and the status of this year's scholarship program.

The attendees also heard a report from NPMHU Legislative and Political Director Bob Losi on various legislative and political efforts, including but not limited to: An analysis of the White House budget and its impact on postal and federal workers; proposed changes in Postal Service standards; the importance of 6 day delivery; the proposal to phase out door-to-door delivery services; and counterproductive ramifications of re-amortizing the retiree health funding mandate. Brother Losi also spoke in specific detail outlining the Union's opposition to H.R. 2748 and S. 1486. Conversely, Brother Losi went on to highlight the key elements of H.R. 630 and S. 316 noting that both bills eliminate all pre-funding mandate and refunds overpayments made to the FERS retirement system. In addition, H.R. 630 and S. 316 re-establish overnight service standards and grant the USPS authority to develop new products and services. Bob also gave a comprehensive presentation on key upcoming House and Senate mid-term races across the country.

Aetna's Director of National Accounts, Brad Corban, gave a comprehensive report on the status of the Mail Handlers Benefit Plan (MHBP). Brad presented on all matters relative to the most recent open season, updating attendees on membership trends in the Value, Standard and Consumer Plans; the presentation also included updates on the status of our supplemental Dental and Vision products. Finally, Brad concluded with an overview on the strategic direction of the MHBP focusing on the benefits of the Plan's transition to the Aetna network, member retention, quality care, service levels, and future growth.

Contract Administration Department Manager T.J. Branch then provided a full report on the activities of that department since the last meeting of the Local Unions, addressing and taking questions on each of the following issues: National arbitrations and settlements; the continuous stream of subcontracting proposals; activities of the National Dispute Resolution Committee and jurisdictional issues arising under Regional Instruction No. 399; the two task forces focusing on MHAs and Article 12, and issues related to health insurance for MHAs. ▶



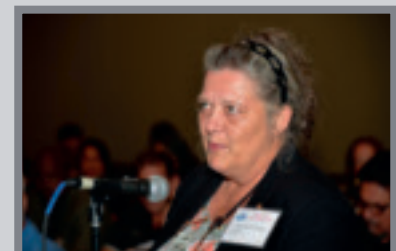
UT SEBM James Smith



Local 306 Vice President Gregory Newsome



(l-r) National Secretary Treasurer Mark Gardner and National President John Hegarty



Local 321 President Cindy Hoehl-Rinker



Local 303 President Eddie Cowan



National Secretary Treasurer Mark Gardner



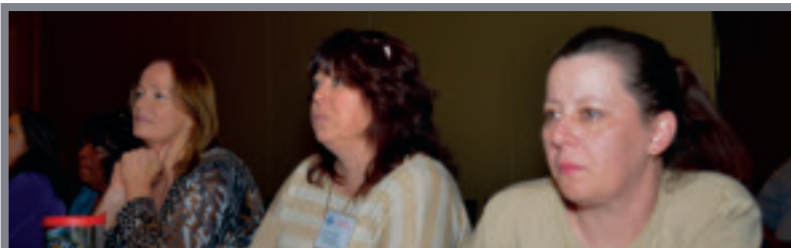
CAD Manager Thomas (T.J.) Branch



Legislative and Political Director Bob Losi



Local 316 President Don Sneesby



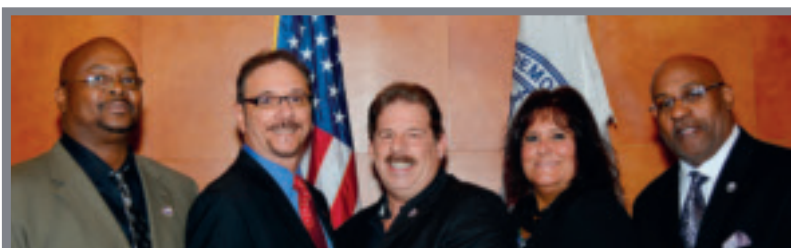
(l-r) Local 328 BP Patricia Smedsrud, Local 322 Recording Secretary Amy Lockhart and Local 322 BP Kelly Dickey



Director-National Accounts MHBP Brad Corban delivers report to SAMLU attendees



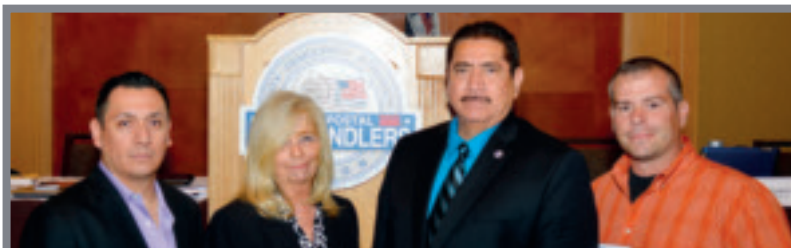
Local 308 President John Gibson



(l-r) Local 318 Recording Secretary Lynden Clarke, President Nick Mosezar, Vice President Ira Edelstein, Treasurer Joyce Weber and Vice President, Southern Region and SEBM Lawrence Sapp



(l-r) Western Regional Director Don Gonzales, Local 327 BP Tim Grilz, Vice President, Western Region Rudy Santos and Local 327 President Larry Burk



(l-r) Local 320 Chief Steward Bernie Gonzales, President Madelyn Puricelli, Vice President, Western Region Rudy Santos, and Vice President Shawn Garey



Local 305 members (l-r) Southern Region Director Charles Manago, Vice President, Eastern Region and Local 305 President Kevin L. Fletcher, CAD Manager Thomas (T.J.) Branch and National CAD Representative Teresa Harmon





(l-r) National Secretary Treasurer Mark Gardner, Local 306 Vice President Gregory Newsome, President June Harris, Treasurer Kenneth Leftridge, Vice President, Central Region Jefferson C. Peppers III and National President John Hegarty



Local 305 Treasurer D. Yam Cardin



Local 320 President Madelyn Puricelli

Finally, Northeastern Regional Vice President, Local 300 President, and National Trainer Paul Hogrogian and National CAD Representative Tim Dwyer led discussions on several important issues related to MHAs. Their presentation focused on topics like MHA conversion (to career positions), retention of MHAs at the time of reappointment, and matters of just cause. Brother Hogrogian commented that the next edition of our shop steward publication *Union Time* will focus largely on matters specific to MHAs. This publication is in production and should be mailed to all shop stewards in mid-2014.

At the conclusion of the final day, President Hegarty asked the attendees to join him in congratulating Western Region Director Richard Siu in his forthcoming retirement. President Hegarty, CAD Manager T.J. Branch, Regional Director David Ross and others spoke to honor Richard's 35 years of dedicated service to his fellow Union members. Brother Siu was presented with the Union's Gold Lifetime Membership card. The presentation highlighted Richard's contributions to the operations of Oakland's Western Region office, Quality of Working Life program and the California Postal Legislative Coalition to highlight a few. Many attendees took the floor to share memories and to convey best wishes to Brother Siu.

The meeting was well-received and successful, and resulted in a lively exchange of opinions and ideas. The next Semi-Annual Meeting of the Local Unions is scheduled for August 2014 in Washington, DC.



Local 305 WV SEMB and Charleston BP Amber Slater



(l-r) Local Presidents Larry Burk (327), and Bob Griffith (330)



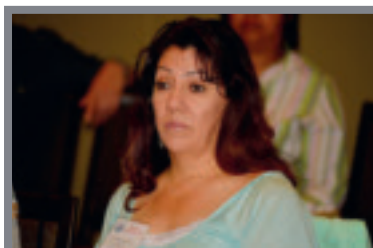
Local 309 President Dave Wilkin



Retired Local 315 President David Jarvis



Local 304 Representatives (l-r) BP Gregory Hill, President James Bell, Recording Secretary Timothy Manning, Vice President William "Bip" McLemore III and advocate Darvis Wanton



Local 302 BP Melinda Simental



Local 328 BP Patricia Smedsrud



Local 305 MD SEBM Ed Evans



Local 307 President Jim Haggarty



Local 324 BP Ted Curry



Local 300 CT SEBM Don Utz



*Local 302 Vice President
Juanita Contreras*



Local 310 Vice President Lisa Greer



Representative Joe Garcia (FL-D 26th) discusses Postal Issues with Union representatives



*Local 310 Recording Secretary and
BP Charwanda Parson*



*Vice President, Northeastern Region and
Local 300 President Paul Hogrogian*



*(l-r) Local Presidents Zeke Moreno
(331), and Mike McIntyre (322)*



Local 303 NV SEBM Eric Schneider



*Attendees discuss session activities
during break*



*(l-r) Local 305 Treasurer
D. Yam Cardin and Local 303 Treasurer
Van Cunningham*



*National Secretary Treasurer
Mark Gardner*



Local 304 President James Bell



Local 298 President James Mills



Local 334 President Sheldon Adams



*Local 310 President
Pervous (Andy) Badilishamwalimu*



Local 319 President Mark Bennett

Western Region Director Richard Siu Retires



*National President John Hegarty
presents retiring Western Region
Director Richard Siu with
NPMHU gold membership card*



*Western Region Director
Richard Siu bids farewell to
Union brothers and sisters*



*Regional Director and CAD Field
Office Manager David Ross remarks
on Siu's years of dedicated service*



*Local 302 President Ernie Grijalva
speaks about Brother Siu's work to
improve the working conditions for
all mail handlers*

DEBATE ON POSTAL REFORM CONTINUES

LAST YEAR, the House Committee on Oversight and Government Reform, chaired by Congressman Darryl Issa (R-CA), passed and sent to the full House, on a purely partisan basis, a postal reform bill that would mean the end of the Postal Service as we know it. This bill, as noted, got no support from Committee Democrats, and also was dead on arrival at the full House, as even Speaker Boehner and the Republican leadership recognized that the Issa bill would receive little support on the House floor. So the 2013 House Bill, H.R. 2748, has been going nowhere.

This year, in 2014, most of the action has been in the Senate. A comprehensive postal reform bill, known as S. 1486, was adopted by the full Senate Committee on Homeland Security and Government Affairs earlier this

year, in February 2014. Although the Chairman of the Senate Committee Tom Carper (D-DE) and his Republican counterpart Senator Tom Coburn (R-OK) joined forces to craft a compromise bill that received some support from Senators on both sides of the aisle, and although this Senate bill is somewhat better than the House bill, the NPMHU still cannot support this bill because of several of its key components.

Most troubling is the failure of the Senate Bill to protect the current mail processing and delivery network from continued downsizing. S. 1486 contains provisions to encourage 5-day delivery, to eliminate door-to-door delivery, and to provide for further reductions in the number of postal plants. This would slow service, drive mail out of the USPS system, and reduce mail volume and revenue. The

results could be disastrous for the Postal Service and universal service.

The key question is whether the Senate Bill can be amended in a way that would make it acceptable if and when it is debated by the full Senate on the Senate floor, or whether even before such a debate, a revised bill can be put forward through the Senate leadership, to include a more acceptable alternative. Driving any strategy is the fear, shared by many postal stakeholders, that the new 114th Congress to-be-elected in November 2014 and serving during 2015 and 2016 might be even less hospitable to the Postal Service and its employees than the current 113th Congress. Put in stark terms, if the principal supporters of the Postal Service get hammered in the elections this November, all mail handlers and other postal employees may be better served by getting a postal

reform bill passed before the end of this year, even if it is not a perfect piece of legislation.

As the maneuvering on Capitol Hill continues, there are hundreds of sub-plots and behind the scenes stories that are mostly of interest to true fans of the legislative process. Nonetheless, a few aspects of the debate may be of interest to all mail handlers:

» A consensus has developed with regard to postal employees, with most Members of Congress believing that the Postal Unions and their membership already have stepped forward and negotiated agreements during the past few years that not only have saved the Postal Service money, but have allowed the Postal Service to downsize its infrastructure (in employees and facilities) to accommodate the drop in mail

“The Obama Administration’s budget blueprint for

volume since 2007. Even Senator Coburn, not usually a friend to workers, has praised the Postal Unions and postal employees for their sophisticated and responsible efforts to address the major issues being faced by the Postal Service, whether it be in contract administration (e.g., voluntary early retirements), in negotiations and interest arbitration (e.g., addressing USPS costs for new employees and health insurance), or in the day-to-day processing and delivery of the mail.

» Much of the debate in Congress, therefore, is focusing on asking others to sacrifice for the future survival of the Postal Service, and not on asking mail handlers or other postal employees to contribute even more or to make additional concessions.

» The exigent rate increase that was approved by the Postal Regulatory Commission in late December 2013, and that is providing the Postal Service with a much-needed additional 4.3 percent in revenue this year and next, has changed much of the debate in a positive way. (By the way, the NPMHU was the only Postal Union that intervened before the PRC in support of the exigent rate increase.) The existence of that rate increase,

albeit currently set to expire in late 2015, has forced the major mailers to concentrate their lobbying efforts on making sure that the exigent rate increase is temporary, and does not become a permanent part of the base rate structure, at least for several more years before the PRC undertakes a re-write of the postal rate system in 2017.

» The Senate Bill has several good features that would allow the Postal Service to provide additional services to the American public, perhaps even banking services, in order to generate more revenue in future years. These provisions are not very controversial.

» There was a disturbing, if not ridiculous debate in the Senate Committee, led by Senator Rand Paul (R-KY) on behalf of the gun lobby, on whether guns should be permitted in post offices when the state allows them to be carried and concealed. A compromise was worked out by Senator Mark Begich (D-AK), so that under the S. 1486 as currently drafted guns would be allowed for visitors in the cars and parking lots, but not in the post office themselves. This dispute may become the actual reason that postal reform

does not get debated in the Senate this year, at least before the November mid-term elections, as the Senate leadership is unlikely to allow a gun control debate onto the Senate floor. Senator Paul's decision to hijack a bipartisan postal reform bill with issues involving gun control was a highly irresponsible and shameful display of partisan politics that added nothing meaningful to the important issues that are pending.

» The Senate Bill contains substantial financial relief for the Postal Service, through adjustments to the Retiree Health Benefits Fund and by requiring the Postal Service and its retirees to access Medicare Part B and allowing subsidies for prescriptions through Medicare Part D like any other private employer. In the long run, these provisions not only make sense, but include some real financial leeway for the Postal Service and its employees.

Two other key developments deserve mention. First, as it has in prior years, the Obama Administration's budget blueprint for Fiscal Year 2015, starting in October 2014, is not extremely kind to postal employees. While it contains some helpful provisions, such as protections for collective

bargaining, a refund of the FERS overpayment, a short-term recalculation of the RHBF, and making the exigent rates permanent, overall the good does not outweigh the bad. On the bad side, the RHBF relief would only be a temporary re-amortization; moreover, the Obama budget would allow the Postal Service to go to 5-day delivery immediately, and would authorize the USPS to convert to curbside delivery and mandatory cluster boxes.

If you need further evidence that the Obama Administration has not done any favors for the Postal Service and its employees, you only have to look at the latest hearing and proposal from Representative Issa. Issa has latched onto certain components of the Obama budget, and has drafted another proposal which he claims is using the Obama budget as a guide. This attempt to revive his disastrous 2013 bill will fail, as Issa has no credibility in the House, and no ability to enact his own legislation. But the fact that Issa could rely on some Obama proposals to support his own anti-USPS and anti-worker agenda should scare even the most optimistic legislative activists in the NPMHU.

Please be sure to watch your bulletin boards for the latest information.

Fiscal Year 2015... is not extremely kind to postal employees."

April 20, 2014 Marks the 100th Anniversary of the LUDLOW MASSACRE

ON SEPTEMBER 23, 1913, hundreds of southern Colorado miners and their families walked out of the coal mines and mining camps striking for improved wages, elimination of payment in scrip, eight hour shifts, enforcement of state mining laws and union recognition. The strike led to a lengthy struggle that culminated in one of the most tragic events in U.S. labor history, the April 20, 1914, Ludlow Massacre.

Miners were forced to work under horrific and unsafe conditions, this while their families resided in deplorable company-owned housing. The Ludlow miners worked for \$1.68 per day and were paid in scrip. The various denominations of paper and token scrip had no legal value and were redeemable only at the company-owned store where everything was overpriced. The extreme and harsh working conditions resulted in many injuries. The Colorado miners' fatality rate doubled the national average. The miners raised objections and the company refused to address their issues. With no reasonable alternative, the miners went on strike. In response to the strike, miners and their families were evicted. The Rockefeller-owned company *Colorado Fuel and Iron Corporation* evicted striking workers and family members from the company owned homes, leaving them to fend for themselves in what proved to be a harsh Colorado winter. In turn, the United Mine Workers of America (UMWA) purchased land, tents and supplies that were used to construct a series of tent colonies for use in the area. The miners were entrenched and prepared for a lengthy stand-

off. Throughout the winter, tensions continued to rise.

Demands made by the UMWA to the Rockefeller family owned Colorado Fuel and Iron Corporation were as follows:

"...Recognition of the United Mineworkers of America as the bargaining agent for workers in coal mines throughout Colorado and northern New Mexico, an effective system of checkweighmen in all mines, compensation for digging coal at a ton-rate based on 2,000 pounds, semi-monthly payment of wages in lawful money, the abolition of scrip and the truck system, an end to discrimination against union members, and strict enforcement of state laws pertaining to operators' obligations in supplying miners with timbers, rails, and other materials in underground working places."

The Union's demands and the ongoing strike action infuriated the Rockefeller family, which by virtue of its vast mine ownership, effectively ruled the region. The company ratcheted the tension and unrest by hiring strike-breakers and armed guards to accost and harass strikers and union organizers.

As a result of the increased hostilities, the miners dug protective pits beneath their tents to shield them and their family members from random sniper and machine gun fire from the company guards. Union members and organizers were randomly kidnapped, and beaten. Several children were killed by this arbitrary gunfire during the days leading to April 20, 1914. Confrontations between striking miners and non-union scab labor also resulted in many deaths; notably, the greatest cause of picket line



violence during the Ludlow Strike was replacement workers.

On October 28, 1913, the Governor of Colorado, Elias M. Ammons, called out the National Guard to take control of the situation. From the onset, the Governor was greatly concerned about the cost of a lengthy field presence by the Colorado National Guard in view of the Union members and organizers sustained resistance. Initially, the miners believed that the National Guard was brought in to assist and protect the striking workers. They soon realized that the Colorado troops were not allies in their fight.

On March 10, 1914, the body of a strike-breaker was found near railroad tracks at one of the tent colonies. General Chase of the Colorado National Guard ordered everyone from the tent colonies to be evicted and the tent colony to be destroyed. The strike was reaching a climax, and National Guardsmen attempted to evict the remaining tent colonies around the mines, despite the fact that those colonies were on private property leased by the UMWA.

On the morning of April 14, 1914, Guardsman fired machine guns into the Ludlow tent colony. Anyone

Men, women and children died in the Ludlow struggle for economic justice. The Ludlow workers took on the battle one hundred years ago, and the NPMHU is reminding you to honor them now...

Spring 2014



National Archives, Bain news service and Library of Congress

or anything moving was targeted and gunned down. The miners and organizers returned fire for nearly fourteen hours. Disingenuous truce talks between Louis Tikas, the main organizer of the mining camps, and National Guard Lieutenant Karl Linderfelt ended when Linderfelt cracked Tikas with the butt of his rifle. National Guard soldiers subsequently fired several times into Tikas's back as he lay dead on the ground. During the evening of April 14, 1914, the Colorado militiamen entered the camp setting fire to tents and killing thirteen. Two women and eleven children were asphyxiated and burned to death while seeking shelter in a pit below a tent. Thirteen others were also shot dead during the fighting; countless miners and organizers were injured during the battle. After the massacre,

miners armed themselves, and in the labor war that followed, 30 more people died. After ten days or so, at the request of Colorado's Governor, President Woodrow Wilson sent in Federal troops. The strike was broken, and the miners voted to return to work with only minor improvements to their working conditions. Not one militiaman or mine guard was indicted for any crime.

Although the UMWA lost the Colorado Strike, it was, and still is, seen as a victory in a broad sense of history for the union. It laid the foundation for the passage of the Wagner Act of the 1930s, which is now recognized as the National Labor Relations Act. That legislation gave workers the right to organize and eliminated employers' interference with the autonomous organization of workers into unions.

The Ludlow Massacre was influential in promoting child labor laws. It also provided a future President of the UMWA, John L. Lewis, the necessary tools and the ability to create the Congress of Industrial Organizations (C.I.O.) and its affiliated labor unions during the great Industrial Revolution. Many labor historians believe that the Ludlow Massacre eventually came to symbolize the wave of industrial violence that led to the progressive era reforms in labor relations.

The issues that occurred at the time of the Ludlow Massacre are some of the same issues that we face today. To be sure, gone are the issues of the company towns, company guards, scrip (coal company money) and tent colonies; however, the attack on collective bargaining rights and the right to organize; economic injus-

tice; immigration; worker health and safety; corporate, political, and media attacks on labor unions; 8-hour work days; and numerous other issues related to the Ludlow Massacre continue to face all of us today.

Despite the efforts of many family survivors, historians and labor activists, there was no state or national commemoration of the site of the Ludlow Massacre until 2009, when the U.S. Department of the Interior designated Ludlow a National Historic Landmark. On April 19, 2013, Colorado Governor John Hickenlooper signed an Executive Order establishing the Ludlow Centennial Commemoration Commission.

Men, women and children died in the Ludlow struggle for economic justice. The Ludlow workers took on the battle one hundred years ago, and the NPMHU is reminding you to honor them now by making the centennial events of the strike and massacre our opportunity to reinvigorate the labor movement and to take our rightful place in today's society. The UMWA and the Ludlow Commemorations Commission will host a 100th Anniversary Commemoration ceremony in Ludlow, Colorado on the weekend of May 18, 2014.



Union members rallied at more than 50 locations in 27 states protesting the USPS decision to outsource Postal services in Staples stores across the country.

When addressing a large group of Union demonstrators in Washington D.C., President Hegarty said “The outsourcing endangers the sanctity and security of the mail. We are highly trained, skilled postal employees, and they want to give it to employees who really don’t know anything about the mail.” Union supporters across the country marched, chanted and drummed in peaceful opposition; demonstrators carried signs that read, “Stop Staples. The U.S. Mail is Not for Sale.”



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AUBURN, MASSACHUSETTS



NEW YORK CITY



AUBURN, MASSACHUSETTS



NEW YORK CITY



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HILLSIDE, ILLINOIS



HILLSIDE, ILLINOIS



HILLSIDE, ILLINOIS



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LOS ANGELES, CALIFORNIA



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ORLANDO, FLORIDA

2014 PAC

INCENTIVE AWARDS



2014 PAC incentive Awards will be distributed based on your total annual contributions posted as of December 31, 2014

<u>Level</u>	<u>Donation</u>	<u>Award</u>
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Cap
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Leather Handbag
Ambassador	\$500	PAC Sunglasses



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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.

The winners exemplify excellence amongst our NPMHU locals.

6th Annual PACKie Awards



Locals with 1 - 499 Members

(l-r) Local 315 President David Jarvis accepts the PACKie award from National Legislative and Political Director Bob Losi



Locals with 1500 or More Members

(l-r) National Legislative and Political Director Bob Losi presents Local 301 President Rene Morissette with the PACKie Award



Most Improved Local

(l-r) National Legislative and Political Director Bob Losi presents Local 334 President Sheldon Adams with the PACKie award for most improved Local.

The PACKie award for Locals with 500-1499 Members and the Ambassador PACKie was awarded to Local 333.

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 20 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 22 of this magazine to see the 2014 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.**

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Name: _____

_____ VISA _____ MasterCard

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Please charge my credit card as indicated above.

MAIL TO: Mail Handlers PAC

Signature: _____

P.O. Box 65171 Washington, DC 20035

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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**

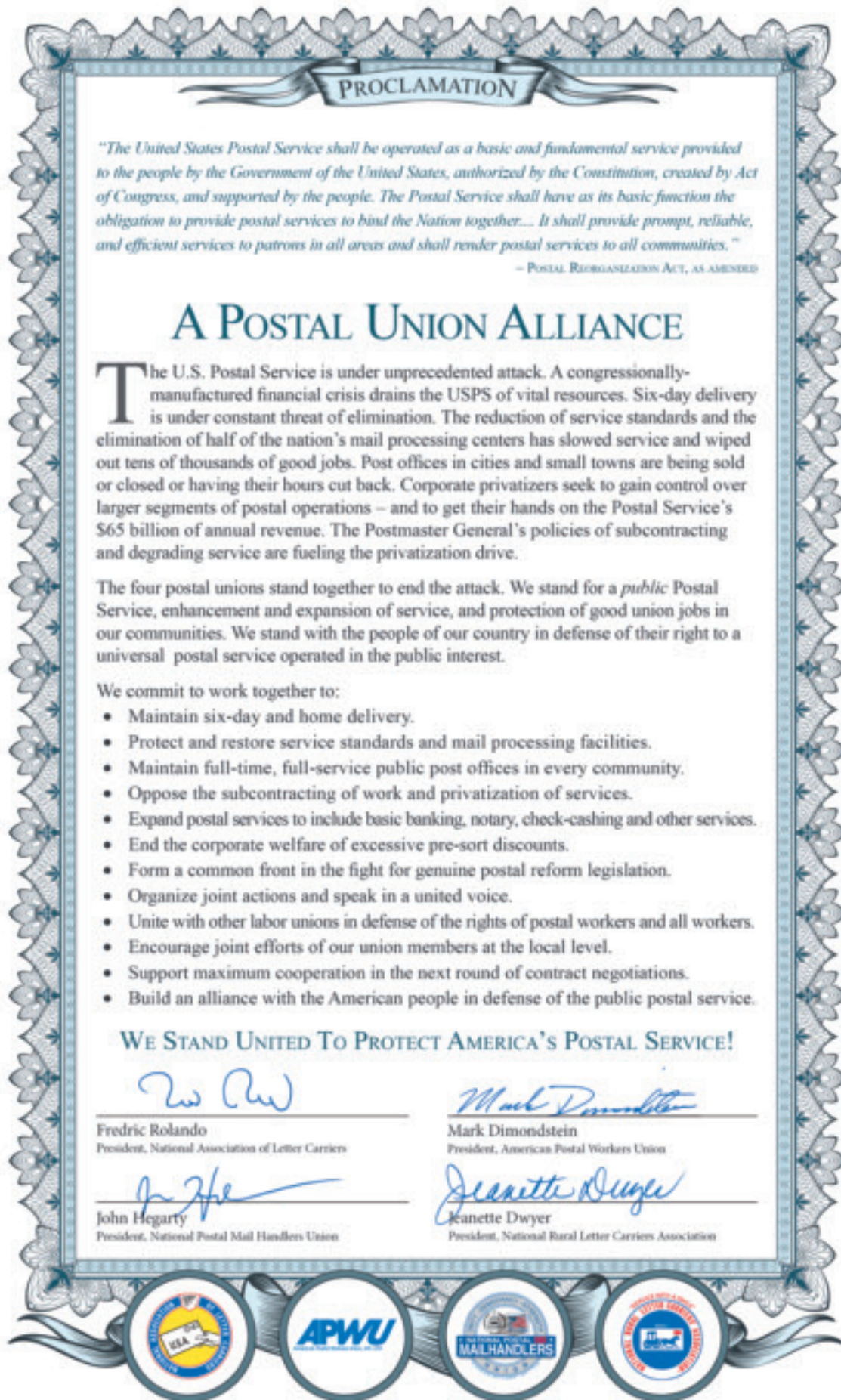
Your ACCOUNT # will be: **11260001** _ _ _ _ — _ _ _ — _ _ _ _ _ (the last nine digits of your account number is your social security number—this information will allow us to identify you as the PAC contributor).

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.

On March 10, 2014 a proclamation entitled; "A Postal Union Alliance" was signed by the Postal Union Presidents representing the Mail Handlers, American Postal Workers, City Letter Carriers and Rural letter Carriers. The purpose of the agreement is to show our solidarity, and to protect the invaluable institution that is the United States Postal Service. We call upon our members, and the American Public to join with us in this important endeavor.



National Postal Mail Handlers Union



2014 WALK TO

CURE DIABETES

The Juvenile Diabetes Research Foundation (JDRF) was founded by parents of children with type 1 diabetes (T1D) more than 40 years ago. For much of that time, JDRF has been the official charity sponsored by the National Postal Mail Handlers Union. Every year we sponsor, raise money and walk to support this cause for our children and their families who struggle with this disease. This year our walk, which is now organized as "The Greater Chesapeake and Potomac Chapter" will be held on **Sunday, June 1, 2014** on the **National Mall in Washington, DC**. Please consider making a donation to support the NPMHU team.

Visit www.npmhu.org for additional details.

Mail Handlers Across the Country

Local 306 Training



Local 306 stewards gather for comprehensive training program

Local 315 Installation of Officers April 2014



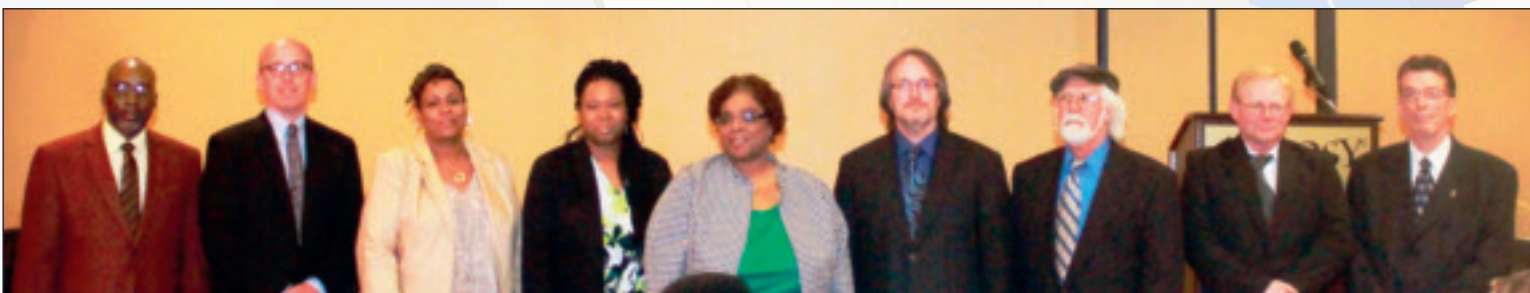
Mark Gardner National Secretary Treasurer, Zachary Sterling, Sr. Vice President, Joe Harms Branch President Portland, Bryan Easley Local President, Julia Pulu Treasurer, John Hegarty National President, Doug Miller Branch President Mount Hood DDC, Laurie Harms Recording Secretary, Kevin Parsons State Executive Board Member

Local 313 hosts shop steward training program



Four of the representatives in this Local 313 shop steward training class were hired as MHAs, and have converted to the ranks of FTR. (l-r) Local 313 President Julio A. Figueroa, Chief Shop Steward Richard Sierra, Branch President Maurice Torres, Step 2 Designee (DMDU) Luis Toyos, Stewards Brigid Fuentes, Idelfonso Rivera, Lorraine Reyes, Fernando Cogley, Hector Fonseca, Vice President, Northeastern Region, Local 300 President and National Trainer Paul Hogrogian, Northeastern Region Director Tom Ruther, National CAD Representative and Trainer Tim Dwyer, Steward Gregory Caraballo and CAD Manager T.J. Branch

Local 297 Installation of Officers April 2014



(l-r) MO SEBM Claude Vance, Local 297 President Chris Bentley, Vice President and KCK NDC Branch President La Wanda Newton, Treasurer Pamela Grant, KS SEBM Cheryl Garrett, Label Printing Center Branch President Dan Appelhanz, Recording Secretary and KCMO P&DC Branch President Dennis Joyce, Springfield MO Branch President Rick Western, and National President John Hegarty

Mail Handlers Across the Country

Local 318 Installation of Officers March 2014



(Front row, l-r) Branch President (Miami) Alberto Perez, Branch President (Orlando MP Annex) Ben Martin, Branch President (JAX GMF) Joyé Johnson, Treasurer Joyce Weber, Vice President Ira Edelstein, Branch President (Tampa) Henry Dupree

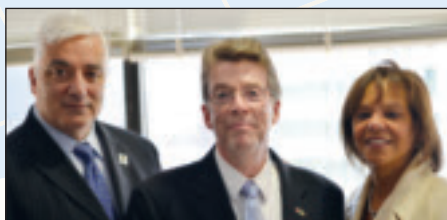
(Back row, l-r) Branch President (Mid-FL) Steve Weber, Branch President (SFL LDC) and Recording Secretary Lynden Clarke, Local 318 President Nick Mosezar, National Secretary-Treasurer Mark Gardner, National President

John Hegarty, Branch President (JAX NDC) Wayne Campbell, Branch President (Gainesville) Anthony King, Vice President Southern Region and State Executive Board Member Lawrence Sapp, Branch President (FTM) Chris Strang, Branch President (West Palm Beach) Ken Czwojdak, Branch President (Orlando P&DC) Peter Ramos, Branch President (Manasota) James Becker and not shown Branch President (St. Petersburg) Julia Campbell, and Branch President (Pensacola) Robert Borges

Legislative Outreach in Washington D.C.



Rep. Robin Kelly (IL-D 2nd) discussed Postal legislation with Union leadership at NPMHU headquarters in Washington D.C.



(l-r) Legislative and Political Director Bob Losi, National President John Hegarty and Rep. Robin Kelly (IL-D 2nd)

Legislative Outreach in Local 306



Rep. Robin Kelly (IL-D 2nd) and IL Gov. Pat Quinn meet with Local 306 officers



(l-r) Vice President Gregory Newsome, Rep. Robin Kelly, President June Harris and Treasurer Kenneth C. Leftridge Sr.

Local 301 Training



National Trainer Paul Hogrogian takes questions during Local 301 training session

Mail Handlers Across the Country

Local 298 Installation of Officers February 2014



(l-r) Treasurer John Besta, Branch President Lincoln Jeff Rigby, Local President James E. Mills, Sr., Vice President Aubrey Wayne Foster, National President John Hegarty, Branch President (Omaha) Justin J. Kreikemeier, Recording Secretary Becky Perkins, (not pictured, SEBM Jim Kulhanek).

Local 310 Installation of Officers March 2014



Standing (l-r) National President John Hegarty, Local President Pervous Badilishamwalimu, Branch President (Augusta) Robert Larmore, Jr., Branch President (Macon) Carlos Castellucci, Branch President (Atlanta NDC) Joseph Sanders, Branch President (Atlanta P&DC, L&DC) Kenneth Watson, Treasurer Reggie Riggins Treasurer, Mark Gardner National Secretary Treasurer and SEBM George Coubertier

Sitting (l-r) Branch President North Metro Chawanda Parson, Vice President Lisa Greer and Branch President (Athens) Cynthia Smith

Local 302 Installation of Officers January 2014

National President John Hegarty installs Local 302 officers (l-r) Local President Ernie Grijalva, Fresno Branch President Melinda Simental, Oakland Branch President Dean Deluna, NDC Branch President Christina Davis, San Francisco Branch President Thomas Mayes, Vice President Juanita Contreras, SEBM Tony Bell, Reno Branch President Jerry Todd, Recording Secretary Kim Garcia, Treasurer & Sacramento Branch President Anthony Coleman, San Jose Branch President Conrado Irabagon



Local 308 Installation of Officers March 2014



Top l-r) Joseph Stancell-DE State Executive Board & Branch President, Steve Bahrle-Vice President & Trenton Branch President, Mike Rembelinsky-PA State Executive Board & Phila PDC Branch President, John Gibson-Local President, John Hegarty-National President, Paul Hogrogian-Northeast Regional Vice President, Shelby Root-Lancaster Branch President, Joe Zelenenki-Recording Secretary & Phila NDC Branch President, Brian Carson-Harrisburg Branch President

(Bottom l-r) Nick Campellone-NJ State Executive Board & South Jersey Branch President, Bob Glycenfer-Scranton Branch President, Sean Craig-Lehigh Valley Branch President, Mike Mohan-Local Treasurer, Mark Gardner-National Secretary-Treasurer.

Mail Handlers Across the Country

Local 311 hosts shop steward training program



Local 311 conducts comprehensive shop steward training program

Local 334 Installation of Officers April 2014



(l-r) SEBM and Greenville BP Michael Howell, Treasurer Barbara Pridgen, Charleston BP Norman Hall, Vice President, Southern Region and Local 318 SEBM Lawrence Sapp, Local 334 President Sheldon Adams, Recording Secretary Alexander Adams, VP Tracei Ealey, and Columbia BP Vernon Deas

Local 311 Installation of Officers April 2014



(l-r) Vice President Southern Region and State Executive Board Member Lawrence Sapp, Local President Charles Charleston, Treasurer Roxie Olds Pride, SEBM Linda Lewis, Recording Secretary Dana Davenport, and Vice President Byron Bennett

Local 302 Training Reno NV



Local 302 representatives participate in shop steward training in Reno, NV



Local 302 recognized trainers with awards of appreciation; (l-r) National CAD Representative and Trainer Tim Dwyer, Retired Regional Director Richard Siu, Vice President, Western Region Rudy Santos, Vice President, Northeastern Region, Local 300 President and National Trainer Paul Hogrogian, Legislative and Political Director Bob Losi, Regional Director and CAD Field Office Manager David Ross, and Local 302 President Ernie Grijalva

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