

smarter than it has been at any point in its long and colorful history, and these attributes will help all Mail Handlers face the difficult issues that must be confronted over the next four years.

Although it often is difficult to predict exactly what challenges may develop in future years, 2012 presents one of those rare situations in which the future challenges can be easily identified. We know that the Union is about to enter into lengthy and complex arbitration hearings that will determine the terms of our 2011 National Agreement with the U.S. Postal Service. We know that the Union must continue to battle on Capitol Hill and in the Executive Branch to preserve not only our statutory benefits and our collective bargaining process, but also to guarantee the important and sustained role that the Postal Service must continue to play in the

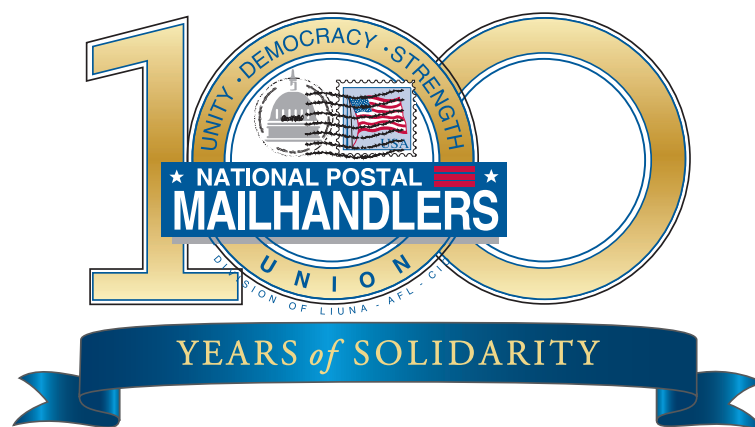
future of our American communications system. We know that the Union needs to work with the rest of the American labor movement and other supporters to ensure that this November, and in future elections, the maximum possible number of pro-worker and pro-union candidates are elected into office by the American people. We know that the Union must continue to address, on a pro-active basis, the potential dislocation of our members because of the expected closing and consolidation of postal plants. We know that the Union will have to continue its battles over subcontracting, over craft jurisdiction, and over maintaining the well-being of the American working class.

We also know many of the obstacles that lie ahead. Of most importance, we know that the Union, and all of its Local Unions, must con-

tinue to fight all of these battles while dealing with the internal effects of declining membership, rising expenses, and more intense disputes with the Postal Service.

But we also know that the NPMHU starts its second hundred years with the ability to address all of these challenges and confront all of these obstacles. Working together, in solidarity with all Mail Handlers and in cooperation with the entire labor movement, the National Postal Mail Handlers Union is ready, willing, and able to deal with all of these challenges and obstacles, no matter where or when those future battles may take place. The National Officers firmly believe that the National Union—with the continued support of all 37 Local Unions and all 40,000 Mail Handlers—is well situated to Shape its own Future.

HONOR *the* PAST



SHAPE *the* FUTURE

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