ASSAULT ON PUBLIC UNIONS

THE FIGHT IS OURS
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CONTRACT NEGOTIATIONS

Dear Members,

As this issue of the Mail Handler Magazine goes to press, we are continuing our preparation for the upcoming round of bargaining with the Postal Service. We expect formal negotiations to begin sometime around the end of August, with the current National Agreement set to expire on November 20, 2011. As reported previously, the Field Negotiating Committee met at NPMHU Headquarters for a full week in April to review over 900 contract proposals that had been sent in from the field. I want to thank all of the Local Unions, officers, shop stewards, and members who took the time to formulate those proposals. I especially want to thank the officers who made up the Field Negotiating Committee for taking the time out of their busy schedules to work with us at the National Office here in DC during that week.

Now that recommendations have been made by the Field Negotiating Committee, the National Executive Board and the Committee on the Future will be weighing in with their opinions before the formal opening of negotiations. The National Negotiating Team will be comprised of your National CAD staff, along with General Counsel Bruce Lerner, and any additional outside experts who will be hired on an as-needed basis to assist us going forward.

As in prior rounds of bargaining, we cannot negotiate on the bulletin boards, or in public, but we do want to keep you informed. Therefore, as we have done in the past, we plan to issue a series of bulletins, probably starting in September, to keep you up to date on the negotiations as they occur. They will be on different colored paper to differentiate them from our regular monthly bulletins, and will bear the title “CONTRACT UPDATE.”

We go into this round of bargaining knowing that negotiations will not be easy, but also knowing that we have a good team of experienced negotiators and other professionals on our side. We expect to devote a substantial amount of time and resources to this important task, and we certainly hope for a favorable result that ensures that mail handlers continue to earn the wages, benefits, and other terms and conditions of employment that they deserve. Please stay involved, and stay informed as we continue on with this process that will ultimately have a major impact on all Mail Handlers nationwide.

Fraternally,

John F. Hegarty
National President
I am not a thug, and I dare say that neither are you. If you were a regular viewer of a certain cable news channel, however, you might get the wrong impression. Their broadcasters breathlessly belch out false, made-up stories about “labor bosses,” “union thugs” and “union mob mentality” on a regular basis. I will resist the urge to comment on any of their other “fair and balanced” programming content, but I happen to know a bit about organized labor and labor leaders in America. The facts bear no resemblance to what’s “reported” on that channel.

It’s not surprising that they get it wrong. They have no interest in getting it right. Inconveniently, the facts don’t support their agenda. Inflammatory accusations about unions are good for the billionaires that own that network, and their billionaire friends—and, they are great for ratings. Great ratings must mean they’re telling the truth—right? That’s a pretty popular argument currently being used when anyone dares to point out the factual inaccuracies spewed daily by that network. Quite frankly, they are making this “stuff” up as they go along. And now its owner, media mogul Rupert Murdoch, is the focus of investigations relative to dastardly phone and email hacking by reporters at another one of his news outlets. And they have the nerve to call us thugs?

I really couldn’t care less what channel you watch on television. I do care, and deeply, that our members not be fooled. It’s the irresponsible, and yet highly effective, brainwash broadcasting that I’ve described that has contributed to a seismic negative shift in thinking about unions and union members. That negative shift has spawned right-wing governors and legislators who are willing to go to extraordinary lengths to curtail the power of unions. Such is the case in Wisconsin, where recently-elected Republican Governor Scott Walker has stripped collective bargaining rights from teachers and other state workers. This anti-worker action has been battled around in the courts for months now. I don’t know if the Wisconsin public employees will ultimately prevail in the courts, but I do know that Wisconsin voters will have their say in the matter, as efforts are well underway to cause recall votes for the Governor and his cronies who rubber stamped his dreadful decisions. Similar efforts are now underway in several other Republican-controlled states, and now certain Republican members in the U.S. Congress are proposing and pushing legislation to reduce the rights and benefits of federal workers. And even closer to the postal home, Representative Darrel Issa (R-CA), who last year ascended to the Chairmanship of the House Oversight and Government Reform Committee, now has proposed legislation in the House of Representatives which, if enacted into law, would emasculate the rights of all unionized postal employees in our country, and could send the USPS into a death spiral.

Would such blatant power grabs have been possible, or even attempted, ten or even five years ago? Just two months into his term of office, newly-elected Maine Governor Paul LePage felt so threatened by a worker mural in the lobby of the state Department of Labor that he had it removed. He claimed that the mural sent a message that Maine was “one-sided.” Remember, this is their Department of LABOR! Union members certainly got the message when he had it removed.

Overreaches like these and other assaults on unions has prompted refreshing and widespread pushback. Just days after the mural in Maine was taken down, it went back up again—this time in the unauthorized form of gigantic images projected onto the Maine state Capitol by some clever union protestors. It’s gratifying to see proud union members coming to life in support of their collective bargaining rights and the right to a living wage.

Across our nation, we are experiencing an all-out assault on organized labor—ginned up by the richest of our rich, doing all they can to subvert the progress of unions, to weaken the middle class, and to keep in check the poorest of our poor. I encourage all of our members to speak out in support of labor, to fend off the legislative attacks on labor unions, and to project their own pride in union membership to their friends and family, and in their schools, congregations, and communities.

Solidarity Now! Solidarity Forever!

Mark A. Gardner
National Secretary-Treasurer
NPMHU LOCAL UNIONS
RALLY FOR WISCONSIN
As called for in the NPMHU National Constitution, the National Executive Board conducted its first semi-annual Meeting of the Local Unions in March of this year.

In attendance at this meeting were all members of the National Executive Board, General Counsel for the National Union, all NPMHU National Office department heads, personnel from the National and Regional Contract Administration Department (CAD), the four RI-399 RDRC Regional Coordinators, and various officers and representatives from virtually every NPMHU Local Union.

Western Region Vice President and Local 320 President Rudy Santos began the proceedings by welcoming all attendees to the beautiful city of Tucson, and offering information and any assistance from Local 320 officers and representatives in attendance at this meeting. Brother Santos then introduced a local mariachi band to provide a lively and festive welcome to Southern Arizona.

National President Hegarty then introduced Rod McLeod, who is a senior advisor to Congresswoman Gabrielle Giffords, who represents Arizona’s 8th district in the United States House of Representatives. Congresswoman Giffords’ district includes a large portion of Tucson. On behalf of Rep. Giffords, Mr. McLeod welcomed the NPMHU to Tucson, and provided an update on the Congresswoman’s progress and rehabilitation following the deadly shooting that took place at her town hall event on January 8th of this year. He also expressed his profound gratitude for the outpouring of prayers and support for the Giffords family, and for all of those who suffered loss on that tragic day. Mr. McLeod also reiterated Congresswoman Giffords’ strong support of labor unions and for the collective bargaining rights for workers.

President Hegarty then led the assembly in a moment of silence in remembrance of Abe Calamease, who passed away on January 29th. At the time of his passing, Brother Calamease proudly served as the President of Local 324, representing Mail Handlers throughout the State of Oklahoma.

After introducing the members of the National Executive Board and key staff members from the Union’s National and Regional Offices, President Hegarty offered his congratulations to Local 304 (Ohio, Kentucky, and Indiana) President Clyde Patterson, Local 298 (Nebraska) President Linda Wagman, Local 328 (South Dakota) President Todd Larson, Local 308 (Eastern Pennsylvania, Delaware, and Southern New Jersey) President John Gibson, Local 310 (Georgia) President Pervous Badilishamwalimu, and Local 324 (Oklahoma) President Dan Reiman, each of whom was recently installed as Local President. President Hegarty also extended congratulations to Local 306 (Illinois and Wisconsin) President Jefferson Peppers, Local 301 (New England states) President Tim Dwyer, Local 327 (Montana) President Mark Addington, Local 299 (Hawaii) President Barry Edmonds, Local 302 (Northern California) President Ernie Grijalva, Local 333 (Iowa) President Randy Krueger, Local 318 (Florida) President Nick Mosezar, and Local 315 (Oregon) President David Jarvis, each of whom was recently re-elected as President of their respective Local Union. Brother Hegarty also congratulated other recently elected and reelected Local Union officers who were in attendance at this meeting.

Following these opening activities, President Hegarty turned to his comprehensive report to the assembly, and entertained numerous questions and comments on a variety of topics, including:

- a report on the aftermath and relief efforts following the horrific disaster caused by the earthquake and subsequent tsunami affecting thousands of people on the islands of Japan. This discussion included a review of relief efforts underway, including efforts by our Japanese postal and other labor union affiliates to reach out to all of its members in need. These relief efforts were spearheaded by our international parent affiliate, UNI Global Unions, employing both physical and financial assistance to the relief efforts, with the NPMHU contributing $10,000 to the UNI-sponsored “Solidarity Japan Relief Fund”;
- a review of, and invitation to participate with, the nationwide “We are One” rallies scheduled for April 4th. These rallies, sponsored by the AFL-CIO, have been organized to help raise awareness of the value and importance of organized labor in America, particularly in light of the strong arm anti-union tactics being implemented in Wisconsin, Indiana, Ohio, and various other states across the country;
- a discussion of the upcoming April 28 Workers Memorial Day commemoration,
encouraging all local unions to participate in honoring all workers who have been killed or injured in the workplace;

- a lengthy and comprehensive review of the many financial challenges currently facing the USPS, and an analysis of the various legislative proposals, operational changes, plant closings and consolidations, and restructuring initiatives being pursued by postal headquarters to respond to these challenges;

- a review of various issues related to the USPS Network Distribution Centers (NDCs), including progress of a pilot project currently underway in which USPS has employed private contractors to bed load previously containerized trailers before they travel cross-country—along with a review of efforts to study the efficiency of this project, and to fight this subcontracting initiative;

- a discussion of current national economic factors, and their impact on the NPMHU contractual cost-of-living allowance (COLA) provision;

- a discussion of the latest report of the Committee on the Future of the NPMHU, which has as its primary focus the legislative agenda of the NPMHU for the 112th Congress, with particular emphasis on pending and proposed legislation seeking to provide financial relief to the USPS from its massive over-funding of its CSRS and FERS pension funds, and its onerous prefunding obligation into its Retiree Health Benefits Fund;

- a status update on the recently-completed Contract Interpretation Manual (CIM) version 3, and the logistics for distribution of spiral-bound printed copies to all NPMHU officers and shop stewards across the country;

- an update on plans for the upcoming May 2011 NPMHU Legislative Conference in Washington, DC;

- an update on the ongoing election process to determine delegates to attend the LIUNA International Convention to be held in September of this year;

- a comprehensive review, analysis, and discussion of the tentative National Agreement between the American Postal Workers Union and the United States Postal Service; and

- a review of logistics and continued planning by the NPMHU in preparation for its 2011 collective bargaining process with the USPS for a successor NPMHU National Agreement.

Following discussion of the wide-ranging issues presented by President Hegarty, National Secretary-Treasurer Gardner provided a detailed presentation and entertained questions and comments on a variety of topics, including:

- the NPMHU financial statements for the quarter ending December 31, 2010;

- an updated presentation and analysis related to Mail Handler complement, membership trends, and revenue allocation among our Union’s affiliated organizations;

- a review and discussion of issues related to the NPMHU Revenue Sharing Program;

- an updated comparison and analysis of NPMHU and APWU wage adjustments since implementation of our respective 2006 National Agreements;

- a presentation on the cost-of-living allowance (COLA) provisions contained in our National Agreement, and a review of how that adjustment has affected Mail Handler’s wage scales in recent years;

- a report on various scheduled NPMHU national meetings and training programs.

Following these officer reports, the assembly then heard an update from General Counsel Bruce Lerner on litigation and other pending legal matters involving the NPMHU National Union.

NPMHU Legislative and Political Director Bob Losi and Senior Legislative Advisor Roger Blacklow then provided lengthy and comprehensive reports on various important legislative and political efforts with which the NPMHU and its activists continue to be involved.

President Hegarty closed the opening day of the meeting by leading a tribute honoring the career of NPMHU Northeast Regional Director Ray Sokolowski, who is retiring after decades of dedicated service to the NPMHU.

The first order of business on the second day of the meeting was a celebration honoring recently retired Local 321 officer John Meding, who served with great distinction for over 20 years as an officer and shop steward for the NPMHU.

The next matter on the meeting agenda was a comprehensive report and discussion from Coventry Manager of National Accounts Brad
Corban on the status of the Mail Handlers Benefit Plan (MHBP). That report covered various topics, including a recap of activities and results from the recently concluded FEHBP open season period, a report on various service initiatives, and a preview of strategies and logistics to be pursued in the coming year.

Contract Administration Department Manager Bill Flynn then provided a full report and entertained questions and comments from various attendees on the activities of the Contract Administration Department since the last meeting of the Local Unions. The remainder of Brother Flynn’s presentation was based on the written report that was circulated at the meeting (and which is being distributed to CD to all NPMHU Officers and Stewards) and included the following topics:

- Implementation of the 2006 National Agreement
- Contract Interpretation manual (CIM)
- RI-399—Jurisdictional Disputes
- New Ink Jet Printer (ILB) Cancellation System
- Cases pending national Arbitration
- Changes to ELM on Family and Medical Leave Act and Return to Duty Issues
- LDC 17: Platform Staffing Savings Initiative
- Container Towing
- Radiation Testing
- Voluntary Protection Program (VPP)
- Federal Injured Employees’ Re-Employment Act (FIERA)
- Network Redesign: Consolidations or Closings of Postal Facilities
- Stations and Branches and Small Post Offices Targeted for Possible Closing
- Conversion of BMCs into Network Distribution Centers; Status of Surface Transfer Centers
- Pilot Test on Consolidation/Deconsolidation of Trailer Loads
- Subcontracting and Operational Changes at AMCs and AMFs
- Article 12 Task Force
- National Reassessment Program
- Discontinued Service Annuity and/or Severance Pay
- Quality of Work Life
- Ergonomic Risk Reduction Process
- Task Force on Discipline
- Flats Sequencing System
- Step 4 Appeals

At this point in the program, President Hegarty took the opportunity to express, on behalf of the entire assembly, his appreciation to Local 330 (Idaho) President Ernie Barnett, who has announced his pending retirement from the USPS, and the end of his many years of service to the NPMHU.

Eastern Regional Vice President D’Ambrosio took the podium to lead two discussions, first on activities related to the NPMHU/USPS joint Task Force on Discipline, followed by an update (along with Northeastern Regional Vice President Paul Hogrogian) on activities of the NPMHU/USPS Article 12 Task Force, with particular emphasis on the implementation of the Workforce Repositioning Memorandum of Understanding (MOU).

As a subset of the Task Force on Discipline, Local 301 (New England states) President Tim Dwyer delivered a positive progress report on the Modified Arbitration Process (MAP) pilot program, which he helped develop and which
has been implemented in Local 301. This process was designed to both expedite the adjudication of cases pending arbitration, and to maximize the cost efficiency of the overall process. The early results of the MAP pilot in Local 301 have proven quite effective, and additional sites are now being considered for further participation.

Northeastern Regional Vice President and Local 300 (NY, NJ, CT) President Paul Hogrogian gave a report, and led a discussion, on his investigation of a March 18th accident at the New Jersey Network Distribution Center (NDC) which seriously injured a Mail Handler who was working on the Flats Sequencing System (FSS) machine. The worker sustained three broken ribs and several lacerated or bruised internal organs when the machinery was unexpectedly engaged while she was clearing a jam within the internal components of the equipment (specifically, she was within the Verticalizer/Indexer unit of the machine).

The injured Mail Handler spent several days in ICU, was moved to a hospital room for another week, and was subsequently transferred to a rehabilitation center for several additional weeks of intensive care. The investigation revealed a series of safety flaws in the machine’s stop/lockout mechanisms, as well as insufficient safety training protocols. Following the investigation, a series of recommendations were developed to address this very unfortunate situation, including: that only trained maintenance personnel shall be allowed to enter the machinery to clear jams; that large, sufficiently sized signage be placed at all entry points to the moving components of the machinery; that adequate and ongoing safety training be provided to all workers assigned to this equipment; that the “groomer” position be filled at all times the machinery is in operation; that foolproof and sufficient lockout mechanisms be utilized; and that a Job Safety Analysis (JSA) be developed and sufficiently distributed to all workers employed in the vicinity of the machinery. Brother Hogrogian implored all representatives in facilities using the FSS machinery to meet with mail handlers, facility management, and all safety representatives in their respective facilities, and to take proactive steps to ensure that this type of accident and severe injuries never happen again.

As with each of these Meetings of the Local Unions, a solicitation for agenda items was distributed to all Local Union Presidents in advance of this meeting. Agenda items that were sent to the National Office were distributed to all Local Presidents prior to the meeting and, to the extent possible, the submitted agenda items were addressed in the appropriate reports and through other discussion before the assembly. Several other topics were raised and discussed during the round-robin segment of the meeting.

Over the course of the meeting, numerous Local Presidents also took the floor to introduce their fellow Local officers and other representatives who were in attendance at this meeting of the Local Unions, and to express their thanks and appreciation to members of the National Executive Board and representatives of the National and Regional Contract Administration Department, and for the support that they have received from their fellow Local Union officers.

By all accounts, this semi-annual Meeting of the Local Unions was a tremendous success, providing a wealth of information on issues of importance to all NPMHU officers and representatives. The next semi-annual meeting is scheduled to be held in Milwaukee, Wisconsin, just prior to the August opening of contract negotiations between the NPMHU and USPS.
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 11 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year. Awards will vary year to year.

NOTICE CONCERNING CONTRIBUTIONS:

Contributions to the Mail Handlers PAC are not deductible as charitable contributions for purposes of federal income taxes. In addition, federal law requires that the Mail Handlers PAC report to the Federal Election Commission the name, mailing address, occupation, and name of employer for each individual whose contributions in any calendar year total in excess of $200. Please also note that the Mail Handlers PAC has political purposes, and that all members have the right to refuse to contribute, and the right to revoke their authorization for any continuing contributions, without any reprisal.

(cut here and return to NPMHU PAC)

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

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

Here is my contribution of (please circle one):
$26 (Member) $52 (Sponsor) $100 (Activist) $250 (Leader) $500 (Ambassador) other amount __________.

Name:____________________________________________

Address __________________________________________

Acct. #_________________________________________

Expiration Date: _______________

City _____________________ State ______ Zip _________

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 ACCOUNT TYPE—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.
Even more than usual, the NPMHU has been focusing its attention in recent months on actions and activities related to the U.S. Congress, 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. Various bills have been introduced, and while some would help the Postal Service work its way through its current financial difficulties in a rational way, many others are aimed at privatizing or otherwise dismantling the Postal Service, and still others are intended to make direct cuts in the pay and benefits now earned by postal employees, including all mail handlers.

**LEGISLATIVE CONFERENCE HELD FOR 112th CONGRESS**

In May 2011, more than one hundred mail handlers from across the country gathered in Washington, DC to participate in the NPMHU’s Legislative Conference for the 112th Congress. The two-day conference, held on May 10 and May 11, was filled with significant programs and activities. (Read more about the legislative conference on pages 14 to 20, which follow this legislative update.)

**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, Members of the House are being urged to cosponsor H.R. 1351, introduced by Representative Stephen F. Lynch (D-MA). This legislation would address issues related to the Postal Service’s current overfunding of the Retiree Health Benefits Fund (RHBF), as well as its past overpayments to the CSRS and FERS retirement systems. No private-sector company and no other federal agency are required to pre-fund future retiree health costs, as the Postal Service now does by making more than $5 billion in annual payments into the RHBF, and no private company or federal agency is required to overpay for its known pension costs. Congress needs to demand that the Office of Personnel Management recalculate the postal pension surplus using actuarial methods that are fair and unbiased, as provided by H.R. 1351; the bill also would require OPM to transfer excess pension monies to the RHBF, and would repeal the pre-funding requirement that was adopted by the Postal Accountability and Enhancement Act of 2006.

The NPMHU also is supporting H.R. 1262, introduced by Representative Gerald Connolly (D-VA). This legislation would give the Postal Service tools to improve its efficiency, to help it meet its universal service obligation, and to facilitate economic growth. Among other provisions, it would provide support for vote by mail, electric vehicles, and the Postal Service’s sale of electronic mail boxes and other new products.

Also supported by the NPMHU is H. Res. 137, a resolution introduced by Representative Sam Graves (R-MO), which urges the Postal Service to take all appropriate measures to ensure the continuation of its six-day mail delivery service.

Finally, the NPMHU is carefully monitoring several pieces of legislation that would cut workers compensation benefits for injured federal and postal employees. These bills are still in their preliminary stages, but pose significant risks to mail handlers and other employees who may be injured on the job.

**HOUSE REPUBLICANS OFFER MISGUIDED ATTACK ON POSTAL SERVICE AND POSTAL EMPLOYEES**

On June 23, 2011, Republican Representatives Darrell Issa (R-CA), who chairs the House Oversight and Government Reform Committee, and Dennis Ross (R-FL), the chair of the Subcommittee on the Federal Workforce, Postal Service and District of Columbia, introduced their version of a postal reform bill. As introduced, H.R. 2309 would deprive postal employees of the freedom to bargain collectively, would cut the pay and benefits of current and future postal employees, and would hinder (and reduce) USPS service by expediting the closing of postal facilities and establishing a new bureaucracy to oversee the Postal Board of Governors. Within years, the bill likely would lead to privatization, or total collapse of the Postal Service.

The crux of this misguided bill is to blame the workers who provide an invaluable service to the American people, while trying to absolve the Congress from its responsibilities for the recent financial decline of the Postal Service. The principal cause of the USPS deficit over the past four years has been a yearly $5.5 billion payment mandated by Congress to pre-fund future retirees’ health benefits. Without these pay-
ments, the Postal Service would have operated at a surplus over those four years. The bill introduced by Congressmen Issa and Ross has ignored this problem, as well as billions of dollars in USPS overfunding of the CSRS program ($50 to $70 billion) and the FERS program ($6.9 billion).

Instead, the bill is aimed at the destruction of collective bargaining between the Postal Service and its unions. It would establish a new, politically-appointed governing body, called the Postal Service Financial Responsibility and Management Assistance Authority, each and every time that the Postal Service were late in any payments owed to the federal government for more than 30 days. Under certain circumstances, this “Authority” could require the immediate renegotiation of an existing collective bargaining agreement, and also could reject, modify, or terminate one or more terms of an existing collective bargaining agreement. In particular, the bill as drafted states that, “notwithstanding any other provision of law,” the Authority could require the renegotiation of an existing collective bargaining agreement “to achieve specific economic savings and workforce flexibility goals.” The bill goes on to state that, “after meeting and conferring with the appropriate bargaining representative,” the Authority may reject, modify, or terminate the terms or conditions of an existing collective bargaining agreement if the Authority concludes that a prompt and satisfactory agreement is unlikely, and that the rejection, modification, or termination is reasonable and necessary for the Postal Service to be a financially viable provider of universal postal service to the Nation and is designed to achieve the specific economic savings or workforce flexibility goals (as the case may be) that were set by the Authority. In short, the bill would decimate collective bargaining, and replace bargaining with the unilateral imposition of wages, hours, and all other terms and conditions of employment.

In addition, if ever adopted, the bill would lead to the wholesale downsizing of the Postal Service. The USPS would reduce to a 5-day delivery schedule, and the bill would require the Postal Service to close retail and mail processing facilities and thereby force savings of more than $2 billion per year. The bill also includes a proposal initiated by Senator John McCain (R-AZ), to increase each employee’s contribution to the cost of health care and life insurance premiums.

“This bill is not the serious legislative effort that is needed to rescue the Postal Service,” said National President Hegarty. “It ignores the major financial issues that have been identified by most postal observers, and instead reads like an anti-worker and anti-union position paper written by ideologues. At a time when bi-partisan support is coalescing around Representative Lynch’s bill (H.R. 1351), the NPMHU had hoped that committee leaders would stop playing politics with the Postal Service, its workers, and the communications network that is so valuable to the nation.”

The NPMHU will be joining with other postal unions and other postal stakeholders to oppose this misguided effort at “reform,” and will continue to press for meaningful changes in the law to allow the Postal Service to prosper through and after the current economic downturn.

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. To do so, just register as a legislative activist on the NPMHU website at www.npmhu.org.
In May 2011, more than one hundred mail handlers from across the country gathered in Washington, DC to participate in the NPMHU’s Legislative Conference for the 112th Congress. The two-day conference, held on May 10 and May 11, 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 AFL-CIO Executive Vice President Arlene Holt-Baker 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 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, and Marie Therese Dominguez, USPS Vice President of Government Relations and Public Policy. Important presentations also were made by Terry O’Sullivan, General President of LIUNA, the NPMHU’s international parent body, and by several key representatives from other unions with whom the NPMHU coordinates its legislative efforts, including Paul Lemmon from the AFL-CIO, Jim Sauber from the National Association of Letter Carriers, and Kevin Talley from the National Rural Letter Carriers Association.

The second day of the Conference provided an opportunity for all mail handlers attending the Legislative Conference to meet with Members of Congress and their professional staff. During those meetings, mail handlers expressed their support for the Postal Service’s efforts to eliminate the unjustified pre-funding of the Retirees Health Benefit Fund and to stop USPS overfunding of the Civil Service Retirement System and the Federal Employees Retirement System.

Mail handlers urged Members of Congress to co-sponsor legislation that would fix these funds and relieve the Postal Service of its unjustified financial burdens, including particularly H.R. 1351 introduced by Congressman Steven F. Lynch of Massachusetts, which now has more than one hundred and sixty co-sponsors.

The day ended with a reception, held in the Rayburn House Office Building, at which dozens of 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 and hundreds 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.

Special thanks go to Bob Losi, NPMHU Director of Legislative and Political Affairs, and to Roger Blacklow, Senior Legislative Advisor, for orchestrating a superb legislative program.
Western Region Vice President and Local 320 President Rudy Santos and Southern Region Vice President Bruce Z. Miller

Local 304 IN SEBM Rondal Pitcock and Central Regional Director Dianne Williams

Local 334 Vice President Anthony Shell and Local 334 President Arthur Perry

Western Region Vice President and Local 30 President Rudy Santos and Southern Region Vice President Bruce Z. Miller

Special Assistant to the President of AFL-CIO Paul Lemmon
Storming Capitol Hill

National President John Hegarty, Local 311 Treasurer Darren Atterbury, Local 311 Recording Secretary Eileen Mills, Northeast Regional Director Terry Donohue, and Local 301 Treasurer Neil Ryan

National Legislative and Political Director Bob Losi, National President John Hegarty, Local 334 President Arthur Perry and Local 334 Vice President Anthony Shell meeting with a staff member in the office of Representative James Clyburn (D-SC)

Northeast Region Vice President and Local 300 President Paul Hogrogian, Local 300 Vice President Robert Blum and National Legislative and Political Director Bob Losi meeting with Representative Albio Sires (D-NJ)

Local 320 Recording Secretary Susanna Paniagua, Western Region Vice President and Local 320 President Rudy Santos, staffer to Representative Ed Pastor (D-AZ) and Local 320 Treasurer Laurie Hernandez

Local 300 Treasurer Kevin Tabaarus, Representative Edolphus Towns (D-NY), Northeast Region Vice President and Local 300 President Paul Hogrogian, Local 300 Vice President Robert Blum and Emily Khoury, staffer to Representative Towns

Local 332 Vice President Robert McFall and Jan Beukelman Legislative Assistant to Representative Jim Matheson (D-UT)

Representative Donald Payne (D-NY), Northeast Region Vice President and Local 300 President Paul Hogrogian and Local 300 Vice President Robert Blum

Senator Susan Collins (R-ME), National Legislative and Political Director Bob Losi, Senate subcommittee counsel Lisa Neiman, National Secretary-Treasurer Mark Gardner, Local 301 Branch President Mike Hickson

National Legislative and Political Director Bob Losi, Western Regional Director Richard Siu, Local 303 Recording Secretary Vida Sloan and Local 303 Political Action Committee Member Juliet Schnyder
Evening Reception

National President John Hegarty, Delegate Eleanor Holmes Norton (D-DC) and National Secretary-Treasurer Mark Gardner

National Secretary-Treasurer Mark Gardner, staffer to Representative Chaka Fattah (D-PA), Local 308 PA SEBM/Branch President Mike Rembelinsky and Local 308 President John Gibson

National Legislative and Political Director Bob Losi, National President John Hegarty, Representative Jim Matheson (D-UT), Local 332 Vice President Bob McFall and National Legislative and Political Director Bob Losi

National Legislative and Political Director Bob Losi, National Secretary-Treasurer Mark Gardner, Representative Tim Griffin (R-AR) and National President John Hegarty

Group shot of guests attending the evening reception in the Rayburn House Office Building

National Legislative and Political Director Bob Losi, National Secretary-Treasurer Mark Gardner, National President John Hegarty, Representative Dennis Kucinich (D-OH) and National Secretary-Treasurer Mark Gardner
Evening Reception

National President John Hegarty, National Legislative and Political Director Bob Losi, Northeast Region Vice President and Local 300 President Paul Hogrogian, Representative Eliot Engel (D-NY), Local 300 Vice President Robert Blum, Local 300 CT SEBM Tom Ruther, Local 300 Treasurer Kevin Tabar and National Secretary-Treasurer Mark Gardner

Representative Bobby Rush (D-IL) and Central Region Vice President and Local 306 President Jefferson Peppers III

(1-r) Eastern Region Vice President Sam D’Ambrosio, Local 302 North Bay Branch President Dot Henderson, Local 301 Steward Marci Letourneau, Leslie Creamer, Local 301 Branch President Bill Creamer, Jr., Local 301 Steward Julia Franklin, Sherri O’Rourke, Local 301 RI SEBM Patrick O’Rourke

Central Region Vice President and Local 306 President Jefferson Peppers III, National President John Hegarty, Representative Mazie Hirono (D-HI), National Secretary-Treasurer Mark Gardner and National Legislative and Political Director Bob Losi

Local 301 Branch President Bill Creamer, Jr., National President John Hegarty, Local 301 Steward Marci Letourneau, Local 301 Branch President John Olesen, Jr., Local 301 Steward Julia Franklin, Local 301 RI SEBM Patrick O’Rourke

National Contract Administration Representative Thomas “TJ” Branch, National President John Hegarty, National Contract Administration Representative Dallas Jones and Local 311 President Larry Gibson
With formal negotiations between the NPMHU and the Postal Service over the terms of the 2011 National Agreement scheduled to begin in August 2011, preparations for bargaining are moving forward in the National Office.

One critical aspect of those preparations is now completed, as the Field Negotiating Committee met during the second full week of April at the NPMHU’s National Headquarters. During those meetings, hundreds of potential bargaining proposals—previously submitted by members and Local Unions across the country—were reviewed and analyzed by the Committee. The proposals submitted from the field not only contained many useful ideas, but also provided the National Office with important information on the priorities and concerns of almost 50,000 career mail handlers. And in the course of studying these proposals, members of the Committee also had the opportunity to generate many of their own ideas for new proposals that may be submitted to the Postal Service at the onset of this year’s bargaining.

On behalf of the entire membership, National President John Hegarty met with the Field Negotiating Committee to express the Union’s appreciation for the invaluable work performed by all of its members. These members included (pictured seated l–r) Paul Hogrogian, Northeastern Regional Vice President and Local 300 President; Juanita Contreras, Recording Secretary, Local 302; Joyce Weber, Treasurer, Local 318; and National President John Hegarty; and (standing l–r) Mike Hora, President, Local 321; David Wilkin, President, Local 309; Jefferson Peppers, Central Regional Vice President and President, Local 306; JR Macon, President, Local 329; David Jarvis, President, Local 315; Randy Krueger, President, Local 333; Kenny Hayes, President, Local 305; Rudy Santos, Western Regional Vice President and President, Local 320; Sam D’Ambrosio, Eastern Regional Vice President and National Shop Steward Trainer; Julio Figueroa, President, Local 313; Bill Flynn, Manager, Contract Administration Department; Woody Hendrickson, President, Local 332; Jessie Leonard, President, Local 317; and Jeff Larsen, President, Local 323.
The Committee on the Future of the National Postal Mail Handlers Union, first created by the National Executive Board in 1996, engages in long-range planning and strategic thinking on behalf of the Union and all mail handlers employed by the U.S. Postal Service.

For fifteen years, the Committee has focused on a wide-ranging agenda that includes key issues facing the NPMHU: privatization of the Postal Service; the NPMHU’s legislative relations program; USPS automation and other technological changes; financial planning; and membership recruitment. The current members of the Committee include all members of the NEB and Local Union Presidents Tim Dwyer of Local 301, Ernie Grijalva of Local 302, Steve Taylor of Local 312, Anthony Davis of Local 314, Nick Mosezar of Local 318, and Michael Hora of Local 321.

At its first meeting of 2011, in February, the Committee focused on several crucial issues facing the NPMHU, including the financial status of the USPS and the Union’s 2012 legislative agenda.

A crucial concern of the NPMHU is the ongoing economic status and future economic prospects of the Postal Service. Not only is the financial uncertainty facing the Postal Service having an adverse impact on mail handlers currently, but also that uncertainty is likely to affect the NPMHU, its Local Unions, and future negotiations against the Postal Service for many years to come. For this reason, the Committee spent a considerable portion of its recent meetings analyzing and discussing these complex financial issues.

Economic Status of the USPS

The current state of USPS finances remains extremely poor, although the economic results directly attributable to mail processing and delivery is improving. During the 2010 fiscal year, ending on September 30, 2010, mail volume continued to decrease, and the end of year deficit was $8.5 billion. But that deficit was primarily caused by (a) the required annual payment to the Retiree Health Benefits Fund, which was imposed on the USPS by the budget deficit reduction provisions of the 2006 Postal Accountability and Enhancement Act and (b) a large increase in the costs attributable to workers compensation programs through the U.S. Department of Labor, which was caused mostly by a drop in interest rates. Moreover, with regard to the RHBF, Congress did not provide any last minute relief to the Postal Service, as it did in the closing minutes of the prior fiscal year on September 30, 2009, when $4 billion in payments to the RHBF was deferred into future years.

The financial situation is not expected to improve significantly during the current 2011 fiscal year. Once again, the Postal Service is projecting a huge deficit in the neighborhood of $7 billion. Mail volume continues to fall, and future volume is dependent on the general state of the American economy. At the same time, the actual mail processing and delivery operations of the Postal Service are producing a break-even or even a surplus situation, and it is mostly payments to the RHBF that are causing the deficit.

To deal with this financial crisis, the Postal Service has implemented and/or proposed a series of operational and financial actions, some of which are supported by the NPMHU, and some of which are opposed by the NPMHU. For example, the Postal Service proposed an above-inflation increase in postal rates, but that increase has been rejected after review...
by the Postal Regulatory Commission. An appeal to the federal courts is pending. The Postal Service also is proposing to stop residential deliveries on most Saturdays, which the USPS is claiming will save $2.5 to $3 billion per year. This proposal also has been reviewed by the PRC, recently resulting in a split advisory opinion, and now the five-day delivery decision can only be implemented if approved by Congress. Third, the Postal Service continues in its efforts to close or consolidate existing USPS facilities, including several major plants and a host of stations and branches. These efforts undoubtedly will continue for the foreseeable future. And the Postal Service continues to adopt cost-cutting programs, including a hiring freeze on craft employees and an expected downsizing in management and supervisory ranks. The Committee analyzed each of these topics, and addressed the NPMHU’s continuing efforts to deal with these issues in a consistent and thorough manner.

**Impact on Mail Handlers**

The NPMHU not only must deal with each of these issues directly, but also with their indirect impact on mail handlers. The Committee focuses on these issues in the legislative and regulatory arenas (see below), while related issues arising under the National Agreement remain the primary focus of the Contract Administration Department.

In this regard, the Committee discussed recent meetings of the joint NPMHU-USPS Article 12 Task Force, focusing in particular on issues arising as a result of excessing, in the mail handler craft and in other crafts. The Committee also reviewed the workings of the NPMHU’s BMC/NDC Task Force. And, the Committee also discussed the implementation of the FSS, as well as potential future changes such as more upgrades to the AFCS, more efforts by the mailing industry to reduce the use of plastic straps and plastic wrap, and more equipment upgrades such as the Automated Letter Movement System (ALMS) and the Automated Parcel Bundle Sorter (APBS).

**Impact on the NPMHU and its Local Unions**

Another result of USPS downsizing is its impact on all levels of the Union. On one side, constant management actions requiring implementation of Article 12 place additional stress on mail handlers and additional burdens on the stewards and officers who represent them. This forces the Union, at both the National and Local levels, to devote available resources to deal with the constant movement, reassignment, dislocation, and inconvenience that are being imposed on the membership.

At the same time, because of the Postal Service’s downsizing, the Union has been losing members, and there is virtually no USPS hiring. Thus, at precisely the time when the Union must marshal its resources, the financial resources of the Union are becoming more limited. The Committee discussed the practical impact of these trends, emphasizing the need to continue organizing new members, especially among current postal employees who are just becoming members of the mail handler craft. The Committee is in the early stages of planning a targeted organizing program, to focus on a few installations where membership rates lag behind the norm. And, of course, the Committee continued to discuss ways to convince Local Unions to spend their resources wisely, focusing on the representation of members under the National Agreement.

**Legislative Efforts in the 112th Congress**

Finally, the Committee discussed the many legislative issues confronting the NPMHU, as well as required planning for this year’s Legislative Conference.

The following sections in this Report contain the NPMHU legislative agenda that has been adopted for the current, 112th Congress. It establishes the issues and trends that will be the focus of the NPMHU’s legislative and political efforts, and which were topics at the May 2011 Legislative Conference.

**The NPMHU Legislative Agenda for the 112th Congress**

Every two years, the Committee on the Future of the National Postal Mail Handlers Union adopts a comprehensive legislative agenda for the new Congress. This year is the start of the current 112th Congress, which covers the years 2011 and 2012, 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.

Although President Obama remains in the White House and the Senate remains under the control of Democrats, both have been extremely cautious in dealing with the new Republican and conservative control over the House of Representatives. Indeed, the new committee chairs in the House are expected to dominate the political landscape with increasingly contentious hearings and investigations. Thus, the next two years likely will be dominated on Capitol Hill with 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.

**Restoring the Postal Service’s Financial Stability**

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 now requires pre-funding of the Retiree Health Benefits Fund at the rate of $5.5 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 $42 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.

**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. The Obama Administration has been discussing certain changes, and Senator Susan Collins (R-ME) has proposed a bill, S. 261, 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.

- 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.

- Legislation to ensure federal laws are enforced. Allegations of violations of the law, and the inability to return to the original purposes of the National Labor Relations Act.

- Legislation to reform U.S. labor laws—through the enactment of the Employee Free Choice Act—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 eliminate or discourage the subcontracting or outsourcing of career postal jobs.

**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 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 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 improve potential cuts in Social Security or in the CSRS and FERS programs.

- Legislation to provide 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 contributions it has made to the CSRS and the FERS.

- Efforts in Congress to grant the Postal Service with authority to reduce guaranteed six-day delivery to all residential addresses.

- Legislation to ensure the future viability of Social Security.

**Preparing for the 2012 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 2012 Presidential and Congressional elections and state and local elections. State leaders holding office in 2011 also will have the opportunity to re-draw the nation’s Congressional Districts. 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.
Mail Handlers Across the Country

Local 328 Installation of Officers

(Left to right): SEBM Orison (O.J.) Jones, Treasurer Pat Yetter, Local President Todd Larson, Branch President Sioux Falls Pat Smedsrud, Vice President Jerry Wicks, Recording Secretary Arlen Smedsru, Former Local President Larry Karsten, National President John Hegarty.

Local 310 Installation of Officers

(Seated left to right) Vice President Lisa Greer, Recording Secretary Chawanda Parson, Athens Branch President Cynthia Smith.

(Standing left to right) National President John Hegarty, Atlanta P&D Branch President Eugene Wesley, Southern Region Vice President Bruce Miller, Savannah Branch President Michael Jones, Treasurer Reginald Riggins, Augusta Branch President Robert Larmore, President Pervous “Andy” Badilishamwamu, Macon Branch President Samuel Rodgers, State Executive Board Member George Coubertier, Atlanta NDC Branch President Anthony Dowell, and National Secretary-Treasurer Mark Gardner.

Local 333 Installation of Officers

(Left to right): Branch President Des Moines Dave Freeman, Recording Secretary Dave Sapp, President Randy Knueger, SEBM Jason Vick, Branch President Cedar Rapids Ken Hepker, Vice President Dennis Lockridge, Treasurer and Branch President Des Moines Eric Cory, Central Region Vice President and Local 306 President Jefferson Peppers III.

Local 308 Installation of Officers

(Seated left to right) Lehigh Valley Branch President Francis X Scott, South Jersey Branch President Bill Finley, Pennsylvania SEBM and PHL AMC Branch President Mike Rembelinsky, Treasurer Michael Mohan, President John Gibson, Delaware SEBM Quentin Seth, Reading Branch President Chuck DeCarlo, and Lancaster Branch President Shelby Root.

(Standing left to right) Harrisburg Branch President Brian Carson, National President John Hegarty, Recording Secretary and PHL NDC Branch President Joseph Zelenek, Trenton Branch President Mark Adamchak, Vice President Steven Bahrle, Scranton Branch President Robert Glycenfer, New Jersey SEBM Nick Campellone, Southeastern Branch President Richard Vennera, and National Secretary-Treasurer Mark Gardner.

Local 334 Installation of Officers

(Left to right): Branch President Charleston Walter Smith, Branch President Florence Sophia McDowell, Branch President Greenville Michael Howell, Recording Secretary Tracie Ealey, Eastern Region Vice President Sam D’Ambrosio, Branch President Columbia Herman Stevens, Treasurer Barbara Pridden, Vice President Anthony Shell, President Arthur Perry, SEBM Sheldon Adams.
Mail Handlers Across the Country

Local 315 Installation of Officers

(1–r): National Secretary-Treasurer Mark Gardner, Oregon State Executive Board Member Greg Stark, Mt. Hood Branch President Colin Moore, Salem Branch President James McGrory, Treasurer David Joyce, Vice President Bryan Easley, President David Jarvis, Recording Secretary Laurie Harms, Portland Branch President Joe Harms, and National President John Hegarty

Local 297 Installation of Officers

(1–r) Kansas City P&DC Branch President Raymond Capps, Label Printing Center Branch President Dan Appelhans, Kansas City NDC Branch President Richard Bradfield, Topeka PDF Branch President Robert Smith, Kansas State Executive Board Member Greg Halda, Local President Beverly Henderson, Vice President and Springfield Branch President Chris Bentley, Treasurer Nate Campbell, Recording Secretary Marie Williams, Missouri State Executive Board Member Pam Collins, and National President John Hegarty

Local 332 Annual Dinner

(1–r) Provo Branch President Paul Oblad, Vice President Bob McFall, President Woody Hendrickson, National Secretary-Treasurer Mark Gardner, Treasurer Rob Greenwell, State Executive Board Member James Smith, and Western Region Vice President Rudy Santos

Local 318 Installation of Officers

(Seated 1–r) Manasota Branch President David Dean, St. Petersburg Branch President Julia Campbell, Lakeland Branch President Civi Burgess, Treasurer Joyce Weber, Recording Secretary Elaine Lattanzio, Jacksonville P&DC Branch President Lawan Siplin, Ft. Lauderdale Branch President Sal Esposito

(Standing front 1–r) National Secretary-Treasurer Mark Gardner, Tallahassee Branch President Michael Joyner, Miami Branch President Alberto Perez, South Florida P&DC Branch President Lynden Clarke, South Florida L&DC Branch President Ronnie Whitfield, Tampa Branch President Max Clairjeune, Mid Florida Branch President Felix Rodriguez, National President John Hegarty, Local President Nick Mosezar

(Standing rear 1–r) Florida State Executive Board Member and Jacksonville NDC Branch President Lawrence Sapp, Vice President Ira Edelstein, Fort Myers Branch President Tom Staniec, Pensacola Branch President Cleveland Dunbar, Gainesville Branch President Anthony King, Orlando MP Annex Branch President Tony Sabarre, and Daytona Branch President John Robinson (not pictured, Orlando P&DC Branch President Terry Cordle and Panama City Branch President Robert Borges)

Local 311 Installation of Officers

(1–r) Front row sitting: Southern Region Vice President Bruce Z. Miller, Local 311 Treasurer Darren Atterbury, Local 311 Recording Secretary Eileen Mills, Local 311 SEBM Linda Lewis, Local President Larry Gibson (1–r) Standing middle row: Branch President Austin Michael Panarelli, Branch President Fort Worth Jose Garza Jr., Branch President Dallas Byron Bennett, Branch President Waco Ira Brown, Branch President North Houston Babu Lukose, Branch President Houston Nathan Braziel

(1–r) Standing Back Row: Branch President East Texas Charlie Sizemore, Branch President Dallas Anthony “Tony” Coleman, Branch President San Antonio Terrance Coleman, Branch President El Paso Robert Robinson
Mail Handlers Across the Country

Coalition of Black Trade Unionists (CBTU)
Function, Washington, DC

(1–r) National CAD Representative Thomas “TJ” Branch, Central Region
Vice President and Local 306 President, Jefferson Peppers III, National CAD
Representative Dallas Jones, Local 320 Recording Secretary Susanna Paniagua, Local 320 Vice President Ace Balderrama

Local 320 Membership Meeting

(1–r) Front Row, Local 320 MHBP Representative Don Thompson, Coventry
Vice President Al Dileo, Local 320 Technical Assistant Ed Skowronski, Local
320 Recording Secretary Susanna Paniagua, Local 320 Vice President Ace
Balderrama

(1–r) Back row, Branch President Tucson Steve Montgomery, Western
Region Vice President and Local 320 President Rudy Santos, MHBP
Manager National Accounts Brad Corban

Local 300 Installation of Officers, New York City

Back Row (1–r): Kevin Tabarus Local 300 Treasurer, Dawn Licata - NY L&DC Branch President, Charlie Price - NJ SEBM, Earl Randall
- Bronx Branch President, Jim Perkins - Mid Hudson Branch President, Ray Bermudez - DVD Branch President, Tom Mullahey NJ
NDC Branch President, Andy Picente - NY SEBM; Front Row (1–r): Don Utz - Stamford Branch President, Ricky Gonzales - Teterboro
Branch President, Stan Howard - ISC/JFK Branch President, Trevor Stuart - Flushing Branch President, Yvette Johnson - Brooklyn
Branch President, Paul Hogrogian - Local 300 President & NE Regional Vice President, Peter Bilotta - Western Nassau Branch
President, John Hegarty - NPMHU National President, Bobby Blum - Local 300 Vice President & Monmouth Branch President, Tom
Hynes - Kilmer Branch President, Tom Ruther - CT SEBM, Linda Yancey - Local 300 Recording Secretary, Tony York - Westchester
Branch President, and Wilfredo Delgado - New York City Branch President. Not pictured: Robert Lussos Mid Island Branch President
and Erie Richard NJ L & DC Branch President.
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