

# RESOLUTIONS

## CONVENTION DELEGATES ADOPT IMPORTANT RESOLUTIONS

Over the course of the NPMHU 2020 National Convention, the delegates considered, debated, and voted on a series of important resolutions. All of these resolutions were initially submitted by NPMHU members for consideration by either the Resolutions Committee or the Legislative and Political Committee. Both of these committees were comprised of elected convention delegates, who met prior to the Convention to review, debate, combine similar resolutions,

and on occasion to modify the submitted proposal to language that the committee could agree to present to the full Convention for consideration.

What follows here are the sixteen resolutions that were adopted by the Convention (including any amendments adopted during the debate at the convention). The first ten of the following resolutions were presented by the Resolutions Committee, and the remaining six resolutions were presented on behalf of the Legislative and Political Committee.

## RESOLUTION COMMITTEE

### RECOMMENDED RESOLUTION NO.1

#### HONORING THE LIFE AND LEGACY OF REPRESENTATIVE JOHN LEWIS (1940–2020)

*Based on proposals submitted by  
Lawrence Sapp, Southern Region  
Vice President, and Lisa D. Greer,  
NPMHU Local 310*

WHEREAS, former Congressman John Lewis was a titan in the struggle for civil rights and equality for all races; and

WHEREAS, John Lewis was born during the era of Jim Crow in a segregated community in which racism and discrimination ran rampant; and

WHEREAS, John Lewis's moral clarity and unwavering commitment to nonviolence made his first passions preaching and ministry; and

WHEREAS, even before his 21<sup>st</sup> birthday, John Lewis established his

commitment to "good trouble" by organizing sit-ins at segregated restaurants and theaters; and

WHEREAS, in 1961, John Lewis was one of the 13 original Freedom Riders, traveling by integrated buses throughout the southern states, and determined to pressure the Federal Government to enforce the laws against segregation of public transportation and other public establishments in spite of being at times beaten by angry mobs and being placed under arrest; and

WHEREAS, John Lewis helped found the Student Nonviolent Coordinating Committee (SNCC), which advocated for civil disobedience and nonviolent resistance against segregation across the United States; and

WHEREAS, at 23 years of age, John Lewis served as the youngest member of the group which planned the 1963 March on Washington, and worked alongside labor and civil rights

leaders, including Martin Luther King, Jr., James Farmer, A. Philip Randolph, Roy Wilkins, Walter Reuther, Bayard Rustin, and Whitney Young, to advocate for racial equality and justice for all; and

WHEREAS, John Lewis courageously led protestors across the Edmund Pettus Bridge in Selma, Alabama, bravely facing violence from the police to ensure that the United States lived up to its founding ideals of equal justice under the law; and

WHEREAS, the bravery of John Lewis during "Bloody Sunday" led Congress to pass, and President Lyndon B. Johnson to sign into law, the Voting Rights Act of 1965, ensuring that African Americans have the right to fully participate in the democratic process in the United States; and

WHEREAS, John Lewis faithfully served his congressional district of Georgia in the House of Representatives

between 1987 and 2020, serving as the “Conscience of the Congress” by continuing his pursuit of justice and truth in the capital of the United States;

WHEREAS, John Lewis led by example as a leader of enduring struggle, always remaining hopeful and optimistic. Reminding us all that the struggle is not for a day, a week, a month, or a year, but for a lifetime. And to “never, ever be afraid to make some noise and get into good trouble, necessary trouble”; and

WHEREAS, by God’s grace, it was GOOD that John Lewis got into “Good Trouble” and NECESSARY that he got into “Necessary Trouble” so that others would have a better life; and

WHEREAS, John Lewis was for his lifetime committed to voting rights, civil rights and human rights, for freedom, equality and justice for all;

THEREFORE, BE IT RESOLVED that the NPMHU commends and honors John Lewis for his life and for embodying the spirit of love and dignity through his unceasing advocacy for reconciliation, justice, and the equality of all humankind.

BE IT FURTHER RESOLVED, that the NPMHU greatly appreciates all of the work done by John Lewis on our behalf, and we thank God for the man known affectionately as “the Boy from Troy” who became our friend and the “Conscience of Congress.”

## **RECOMMENDED RESOLUTION NO.2**

### **RESOLUTION ON THE RUSSIAN INVASION OF UKRAINE**

*Submitted by the National  
Executive Board*

The NPMHU joins with its sister unions in the AFL-CIO to condemn the violent invasion of Ukraine by the Russian

military. We stand in solidarity with the workers and their families who have suffered from the devastation and offer our condolences for lives that have been lost.

We join the global labor movement and our allies in calling for an immediate end to President Vladimir Putin’s military aggression and we support extensive economic sanctions imposed by the United States and the European Union, particularly those focused on Putin and his protectors. These sanctions should be strengthened, by excluding Russia from the international banking system and by taking effective multilateral action against tax havens and financial secrecy laws that protect Putin and his enablers. We further call on all U.S.-based corporations doing business in Russia to publicly condemn Putin’s government while calling for an end to the attack on Ukraine. We stand ready to assist the Biden Administration in its efforts to implement and strengthen these measures, and we call on global leaders to build toward re-establishing peace and democracy in Ukraine and the region.

Ukrainian unions have struggled for decades to guarantee the internationally recognized right to organize and bargain collectively. They have been at the forefront of campaigns to protect working people from precarious or “informal” work; fight climate change while preserving jobs and livelihoods; and end gender-based violence and harassment and employment discrimination against LGBTQ+ workers. Unions have courageously fought corruption that is widespread in the Ukrainian economy. All these brave efforts by Ukraine’s unions are now threatened by the Russian military invasion, which is destroying the

basic democratic rights of freedom of association, assembly and speech that are necessary for all effective trade union action.

The Russian government’s invasion of Ukraine flagrantly violates international law and undermines the right of Ukraine and of all nations to self-determination free from the threat of violence. The consequences of the attack on Ukraine are vast, with tens of thousands of lives already lost and millions of lives displaced. Countries will need to house, feed, and support the many refugees fleeing the violence. President Putin’s war jeopardizes international peace and global economic recovery. Workers and their families are still struggling with the COVID-19 pandemic and cannot afford the higher oil and food prices and further disruption to the supply chains this war has caused.

Going forward, the global community must come together immediately to re-establish a common security framework that ends violent conflicts and prioritizes investments in shared economic security, including jobs and basic social protections. The NPMHU stands with the AFL-CIO to support policies that will bring security, peace, and democracy, and we will provide continued solidarity and support to the people of Ukraine.

## **RECOMMENDED RESOLUTION NO. 3**

### **DIGNITY, RESPECT, AND JUSTICE IN THE WORKPLACE**

*Submitted by the National  
Executive Board*

WHEREAS, it is the task of the NPMHU, its affiliated Local Unions, and their thousands of dedicated representatives to organize all Mail Handlers in support

of one another and to protect the interests of all Mail Handlers through the negotiation and enforcement of agreements between the Union and the U.S. Postal Service; and

WHEREAS, the NPMHU believes that all Mail Handlers deserve dignity, respect, and justice in the workplace; that workplace bullying leads to rudeness, hatred, disloyalty, and arrogance; and that workplace harassment denies our members a workplace that is free of unlawful and inappropriate conduct; and

WHEREAS, harassment and bullying are institutionalized when management condones their use. Management may write policy statements in support of dignity, respect, and justice in the workplace, but there must be consequences for the manager who harasses, bullies, and violates those policies; and

WHEREAS, harassment and bullying lead to a disruptive and hostile work environment, leaving NPMHU members intimidated and terrified to affirm their contractual rights and undermining the Union's ability to represent them; and

WHEREAS, it is the NPMHU's responsibility to promote unity, dignity, and respect through the enforcement of worker rights;

THEREFORE, BE IT RESOLVED, that the NPMHU endorses a sustained struggle to promote dignity, respect, and justice in the workplace. The NPMHU will demand that the Postal Service values the diversity of Mail Handlers and remains committed to a workplace where all employees can come to work with dignity and respect.

### **RECOMMENDED RESOLUTION NO. 4**

---

#### **SUPPORTING THE U.S. MAIL**

*Submitted by the National  
Executive Board*

WHEREAS, the mail processed and delivered by the U.S. Postal Service has been a key component of the American communications system for more than two hundred years, since the Post Office was first enshrined in the U.S. Constitution; and

WHEREAS, the U.S. mail also serves as a crucial component of American business and commerce, especially with the increasing number of mailed packages; and

WHEREAS, the U.S. mail provides a secure and private means of communication and commerce in a fully unionized environment; and

WHEREAS, communications that are accomplished electronically are far less secure and less private, and are processed in what is largely a non-union environment; and

WHEREAS, examples of cyber breaches or other intrusions into electronic data and communications have become routine, with some intrusions instigated by domestic criminals or international terrorists;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports continued use of the U.S. mail for both private communications and secure commerce; and

BE IT FURTHER RESOLVED, that the NPMHU urges its members, families, friends, and business associates to use — to the maximum extent possible — the U.S. mail (rather than its private competitors) for all of their communication needs, including a follow-up hardcopy by U.S. mail in

those situations when time-sensitive matters require use of electronic mail or facsimile.

### **RECOMMENDED RESOLUTION NO. 5**

---

#### **OPPOSE USPS PLANS TO DOWNSIZE OR REDUCE SERVICE**

*Submitted by the National  
Executive Board*

WHEREAS, in response to recent financial difficulties, the U.S. Postal Service embarked on a plan to reduce service to the American people by closing or consolidating scores of mail processing facilities and closing or reducing hours at smaller post offices; and

WHEREAS, these plans, if fully implemented, would dismantle a large part of the postal network and communications system that is supported by the Postal Service and its employees; and

WHEREAS, these plans are misguided, and if left unchallenged and unchanged, could lead to the demise of the Postal Service;

THEREFORE, BE IT RESOLVED, that the NPMHU should continue to take all reasonable and available steps and actions to oppose unnecessary and misguided cuts in service, including specifically unjustified closings and consolidations of mail processing facilities that may be proposed and/or adopted by postal management.

### **RECOMMENDED RESOLUTION NO. 6**

---

#### **IN OPPOSITION TO PRIVATIZE THE POSTAL SERVICE**

*Submitted by the National  
Executive Board*

WHEREAS, in recent years the U.S. Postal Service has tried to accelerate

its plans to privatize Mail Handler work; and

WHEREAS, the men and women of the Postal Service, as the Postal Service repeatedly states, are its most important assets; and

WHEREAS, neither the Postal Accountability and Enhancement Act of 2006 nor the Postal Reform Act of 2022 are excuses to demean the dignity of our dedicated workforce through increased privatization of postal jobs; and

WHEREAS, the issue of subcontracting has caused much dissent at the bargaining table and much dissension on the workroom floor;

THEREFORE, BE IT RESOLVED, that members of the NPMHU strongly oppose any subcontracting and/or privatization of any existing work currently being performed by postal employees, including but not limited to the processing of parcels and other work currently being performed at Mail Transport Equipment Centers (MTECs), Surface Transfer Centers (STCs), Terminal Handling Services (THSs), and any other facilities that have been or may be targeted by the Postal Service for future subcontracting.

## **RECOMMENDED RESOLUTION NO. 7**

---

### **OPPOSING DISCRIMINATION & SEXUAL HARASSMENT WITHIN THE NPMHU**

*Submitted by the NPMHU  
Women's Committee*

WHEREAS, the National Postal Mail Handlers Union (NPMHU) is committed to providing all Members with quality representation at all levels in an environment free from discrimination and sexual harassment; and

WHEREAS, the NPMHU reaffirms that we will not tolerate discrimination

or sexual harassment in any form. This prohibition is applicable to all - union officials, union stewards, members, vendors, or other contractors; and

WHEREAS, this resolution is intended to supplement — not replace or supersede — the other procedures available to employees under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, applicable collective bargaining agreement, and/or other procedures; and

WHEREAS, the NPMHU is committed to maintaining an environment that is free of sexual harassment. Sexual harassment is a form of discrimination and can involve unwelcome sexual advances, requests for sexual favors, and other, verbal, visual, or physical conduct of a sexual nature. It can be in the form of words, signs, jokes, with or without physical conduct. Sexual harassment consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient;

THEREFORE, BE IT RESOLVED, that all Members of the NPMHU are encouraged to report any sexual harassment or acts of discrimination. Members who believe they are the victims of sexual harassment or discrimination by someone working for or representing the Union, or who have witnessed any inappropriate conduct by such individuals, should bring such conduct to the attention of their Branch President, their Local Executive Board, or their Local President; and

BE IT FURTHER RESOLVED, that the Union will conduct a prompt, thorough, and confidential investigation

that ensures due process for all parties; and

AND BE IT FURTHER RESOLVED, that any Member who may be asked to cooperate as needed in an investigation of suspected sexual harassment or discrimination or who participates in any such investigation will not be retaliated against.

## **RECOMMENDED RESOLUTION NO. 8**

---

### **BUY UNION — BUY AMERICAN**

*Based on proposals submitted  
by National Executive Board and  
Kelly Dickey, NPMHU Local 322*

WHEREAS, the workforce of the United States has been hurt both by outsourcing of jobs to other countries and by American companies that are using foreign operations as a means of holding down wages and benefits for American jobs; and

WHEREAS, the economic hardships of unemployment and underemployment continue, and are adversely affecting the economy as a whole; and

WHEREAS, any downturn in the American economy also affects the U.S. Postal Service, with a decrease in mail volume directly caused by the circulation of fewer commercial mailings; and

WHEREAS, there are unlimited opportunities to purchase quality Union-made and American-made goods, both in person and on-line; and

WHEREAS, purchasing Union-made and American-made goods will result in additional economic growth in the United States and increased mail volume for the Postal Service; and

WHEREAS, purchasing Union-made and American-made goods will help other American workers to keep their jobs;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports purchasing Union-made and American-made goods; and

BE IT FURTHER RESOLVED, that the NPMHU will disseminate this message through various communication channels, such as the NPMHU website, the Mail Handler Update bulletin, and the Mail Handler magazine; and

BE IT FURTHER RESOLVED, that all Mail Handlers should spread this message through word of mouth to family, friends, and co-workers.

### **RECOMMENDED RESOLUTION NO. 9**

---

#### **HONORING THE LIFE AND LEGACY OF ELIJAH E. CUMMINGS (1951–2019)**

*Based on proposals by the National Executive Board and Lawrence Sapp, Southern Region Vice President*

WHEREAS, Elijah Eugene Cummings was born in 1951, in Baltimore, Maryland, as the son of sharecroppers, only to rise to the heights of power and influence in Washington, DC, ultimately serving as Chair of the House Committee on Oversight and Government Reform; and

WHEREAS, he was elected to the House of Representatives in 1996, and served the people of Maryland's 7th Congressional District for more than 23 years; and

WHEREAS, as Chair of the House Committee, he cared deeply about holding public officials accountable and making the government work better; and

WHEREAS, Elijah Cummings was a lifetime activist for social justice and equality, displaying great dedication and persistence in advocating for justice for all; and

WHEREAS, Elijah Cummings vowed to “fight until the death” to make sure every citizen had access to voting, calling the vote the “essence of democracy”; and

WHEREAS, Elijah Cummings became one of the leading political figures on the subject of postal reform and anti-privatization for the U.S. Postal Service; and

WHEREAS, as Chair of the House Committee, he was a major supporter and proponent of the Postal Service and all its employees; and

WHEREAS, when he died in October 2019, he became the first African-American lawmaker to lay in state at the United States Capitol Building's Statuary Hall;

THEREFORE, BE IT RESOLVED, that the NPMHU adopts this resolution to honor the life and the legacy of Elijah E. Cummings, an American icon and constant friend and supporter of all USPS Mail Handlers; and

BE IT FURTHER RESOLVED, that we commit as a Union — using Elijah Cummings' own words — to “fight until the death” for industrial justice for those who have trusted us as Union leaders to do so; and

BE IT FINALLY RESOLVED, we express our deepest appreciation to Elijah Cummings' widow, Maya Rockey Moore Cummings, for sharing just a small portion of this great and special man with this Union.

### **RECOMMENDED RESOLUTION NO. 10**

---

#### **JOIN CENTRAL LABOR COUNCILS**

*Submitted by Steve Brown,  
NPMHU Local 321*

WHEREAS, union solidarity is paramount to increasing the power of individuals unions and the American worker; and

WHEREAS, the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), since its formation in 1955, has provided a forum for inter-union cooperation and unity; and

WHEREAS, the AFL-CIO has created a network of over 50 State Federations and Central Labor Councils; and

WHEREAS, the State Federations and Central Labor Councils are designed to partner with state and community organizations and conduct state, local and national campaigns to improve the lives of working families; and

WHEREAS, collaboration with local, state, and national communities has always been beneficial to the health of unions and the labor movement;

THEREFORE, BE IT RESOLVED, that NPMHU Local Unions are encouraged to join their AFL-CIO Central Labor Councils, Area Labor Federations and State AFL-CIO Federations; and

BE IT FURTHER RESOLVED, that joining Central Labor Councils will increase the power and influence of NPMHU Local Unions as other non-postal unions become aware of our issues and our fights. At the same time, NPMHU representatives will learn from what other Unions are doing and join with them to fight for a better life for all.

# LEGISLATIVE AND POLITICAL COMMITTEE

## RECOMMENDED LEGISLATIVE RESOLUTION NO. 1

### UNIVERSAL VOTER REGISTRATION AND VOTE BY MAIL

*Submitted by the National Executive Board*

WHEREAS, voter turnout in the United States is disgracefully low, especially when compared to other countries with developed democratic processes; and

WHEREAS, though the 2018 and 2020 elections saw spikes in voter participation, only 49 percent of eligible voters participated in the 2018 midterms, and 66 percent of voters participated in the 2020 election; and

WHEREAS, increased voter turnout rates appeared the most in states that conducted vote by mail initiatives in the 2020 elections; and

WHEREAS, in 2018, the States of Alaska, California, Colorado, Georgia, Oregon, Rhode Island, Vermont, and the District of Columbia implemented automatic voter registration which resulted in 2.2 million new voters and updated the information of over 6 million existing voters; and

WHEREAS, the right to vote is essential to any functioning democracy; and

WHEREAS, of the 53 million ballots cast in 2020, 26.6 million, or over half, were mail-in; and

WHEREAS, even after registering to vote, citizens must have a simple, convenient, and low cost means of exercising their right to vote; and

WHEREAS, during the 2020 elections, the U.S. Postal Service processed

and delivered 135 million ballots, 97.9 percent of which were delivered to and from voters within three days, and 99.7 percent within five days; and

WHEREAS, the States of Oregon and Washington already implemented universal vote by mail; the States of Arizona, California, Colorado, Hawaii, Montana, Nevada, New Jersey, Utah, Virginia, and the District of Columbia offer permanent absentee voting; and the States of Florida, Georgia, Idaho, Illinois, Iowa, Kansas, Maine, Maryland, Michigan, Minnesota, Nebraska, New Mexico, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, South Dakota, Vermont, Wisconsin, and Wyoming offer no excuse absentee voting; and

WHEREAS, vote by mail provides better access to ballots, resulting in greater voter participation; and

WHEREAS, vote by mail allows voters to study each ballot and research the issues at home and at their leisure; and

WHEREAS, the Postal Service provides a trusted, trained, and professional workforce to handle the ballots; and

WHEREAS, increased use of vote by mail will have the corollary effect of saving money that normally would be spent by state and local governments on training and paying poll workers, while at the same time providing the Postal Service with additional revenue;

THEREFORE, BE IT RESOLVED, that the NPMHU supports automatic or universal voter registration for all citizens of voting age, as well as the expansion of early voting practices; and

BE IT FURTHER RESOLVED, that the NPMHU supports and shall continue

to work for the passage of vote by mail legislation.

## RECOMMENDED LEGISLATIVE RESOLUTION NO. 2

### CAMPAIGN FINANCE REFORM

*Submitted by the National Executive Board*

WHEREAS, in 2010 the Supreme Court ruled in its infamous Citizens United decision that corporations have the same freedom of speech protections as natural persons, and therefore are entitled to express their opinions using unlimited capital; and

WHEREAS, Citizens United and subsequent decisions have resulted in an unprecedented amount of political spending by corporations and wealthy individuals, thereby corrupting the political process and rendering the option of contributing to free speech beyond the scope of the average citizen; and

WHEREAS, the gap between contributions of those involved in the labor movement and those looking out for the interests of big business is a staggering 15 to 1, which naturally resulted in legislation and political activity that suppressed the work of labor unions and undermined the goals of the labor movement, all the while furthering the protections of the ultra-rich to the detriment of the American worker; and

WHEREAS, labor organizations are forced to disclose their contributions publicly, while corporations are able to disguise and easily shroud their unlimited contributions;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the disclosure of all corporate campaign contributions, lobbying expenditures, and payments made to trade associations; and

BE IT FURTHER RESOLVED, that the NPMHU encourages the Supreme Court to reconsider its decisions in *Citizens United* and related cases; and

BE IT FURTHER RESOLVED, that the NPMHU should continue to advocate for campaign finance reform on a state and national level; and

BE IT FURTHER RESOLVED, that the NPMHU urges Congress to propose and pass legislation that would strike down the reckless practices of corporations, and controls the system of political contributions, so that once again the electoral process is accessible to and operates in the interest of working families.

### **RECOMMENDED LEGISLATIVE RESOLUTION NO. 3**

#### **RAISE THE MINIMUM WAGE**

*Submitted by the National Executive Board*

WHEREAS, the federal minimum wage has remained at \$7.25 per hour while the cost of living has continued to climb; and

WHEREAS, millions of American workers earn the minimum wage, ensnaring themselves and their families in a crippling cycle of poverty, as well as exposing them to risk factors including poor nutrition and health, unsafe or inadequate housing, and limited access to medical care; and

WHEREAS, studies show that increasing the minimum wage has virtually no negative effect on the employment of minimum wage workers or the availability of their jobs; and

WHEREAS, studies also show that increasing the minimum wage will

cause an increase in employment, because higher wages will result in a surge in consumer spending, giving the U.S. economy a needed boost; and

WHEREAS, opinion polls show that an overwhelming majority of Americans support increasing the minimum wage to at least \$15.00 per hour; and

WHEREAS, nine states will have at least a \$15.00 an hour pay base by 2025, including Connecticut, Delaware, Florida, Illinois, Maryland, Massachusetts, New Jersey, Rhode Island, and Virginia; and

WHEREAS, California, as well as over 50 localities, already have a \$15.00 an hour pay base; and

WHEREAS, the National Employment Law Project estimates that 40% of the American workforce will be covered by a \$15.00 an hour pay base by 2026;

THEREFORE, BE IT RESOLVED, that the NPMHU supports an immediate increase in the federal minimum wage to at least \$15.00 per hour; and

BE IT FURTHER RESOLVED, that the NPMHU strongly encourages its affiliates to advocate for local, state, and federal legislation that ensures a wage increase commensurate with the rise in the cost of living.

### **RECOMMENDED LEGISLATIVE RESOLUTION NO. 4**

#### **RESOLUTION ON VOTING RIGHTS**

*Based on proposals submitted by the National Executive Board and Errol Tony Wilson, NPMHU Local 321*

WHEREAS, the NPMHU recognizes that the right to vote is the cornerstone of our democracy and the foundation on which our civil liberties rests; and

WHEREAS, the right to vote in America has been besieged by false allegations of voter fraud; and

WHEREAS, since the 2020 General Election, 19 states have enacted at least 33 laws that have purged voter rolls, limited the ability to vote by mail, expanded voter identification requirements, and required partisan reviews of elections; and

WHEREAS, restrictions on early voting, elimination of same-day registration, reduction in the number of polling places, and needlessly-cumbersome voter ID laws are tantamount to voter suppression and limit the political agency of predominantly low income individuals and people of color; and

WHEREAS, state legislators in many states are perpetrating the big lie to justify their actions to disenfranchise a large number of people from exercising their right to vote; and

WHEREAS, the action of the Supreme Court in its 2013 decision in *Shelby County v. Holder*, which invalidated a key provision of the 1965 Voting Rights Act, has facilitated the disenfranchisement practices in many of the states; and

WHEREAS, despite these efforts at voter suppression, in 2021, 25 states have enacted 62 voter expansive laws that expand early voting, ease vote by mail and voter registration, and increase the volume of mail ballot drop boxes; and

WHEREAS, the NPMHU acknowledges that its many members of color and their families may be deprived of their basic fundamental democratic rights to choose at the ballot box or by mail-in ballot; and

WHEREAS, comprehensive voting rights are the core principle to democracy and that every citizen disenfranchised is a step back away from democracy; and

WHEREAS, states have imposed new or more-severe criminal penalties on election officials or other individuals;

THEREFORE, BE IT RESOLVED, that the NPMHU should join with allied organizations at the local, state, and national levels to secure legislation and enforce constitutional provisions to ensure an untarnished right to vote for all Americans; and

BE IT FURTHER RESOLVED, that the NPMHU opposes all attempts to disenfranchise the American people; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Freedom to Vote: John Lewis Act (H.R. 5746), as it sets a national standard for the rights of voters and will strengthen legal protection against discriminatory voting policies and practices; and

BE IT FURTHER RESOLVED, that the NPMHU through support and advocacy will fight back against any attempts to curtail an essential right in our democracy.

## **RECOMMENDED LEGISLATIVE RESOLUTION NO. 5**

### **SUPPORTING THE RIGHT TO ORGANIZE**

*Based on proposals submitted by the National Executive Board and Errol Tony Wilson, NPMHU Local 321*

WHEREAS, the right to organize and bargain collectively have an impact on the growth of the American middle class seen in higher wages, better benefits and safer working conditions; and

WHEREAS, the labor movement is responsible for the forty-hour work week, advancing economic justice, the development of occupational safety and health standards, and the creation of child labor laws; and

WHEREAS, the current labor laws in the United States exclude certain categories of workers, make it difficult or nearly impossible for workers to form a union, hamper the fight for better working

conditions, and have failed to keep up with disruptive technologies; and

WHEREAS, wage theft by employers comes in many forms, especially in non-unionized workplaces; and

WHEREAS, the voice of workers is constantly made silent which accounts for low wages and bad working conditions; and

WHEREAS, data shows that unionized workers are paid more than non-unionized workers, have greater access to other workplace benefit and health insurance; and

WHEREAS, corporate lobbyists and many state governments have created deceptive and misguided policies under the term “right to work”; and

WHEREAS, the “right-to-work” term perpetuated by corporate lobbyists and their political allies are designed to drain workers’ collective power away; and

WHEREAS, currently 27 states have “right-to-work” laws which limit employees’ abilities to bargain collectively; and

WHEREAS, employees in right-to-work laws states on average annually earn \$8,000 less, face increased work-related deaths, and are more likely to be uninsured than those in states without these laws;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the adoption of the Protecting the Right to Organize Act (H.R. 842/S. 420) as it would strengthen protections under the National Labor Relations Act, including: the freedom to organize; penalties for employers who retaliate against employees who organize; and protections for workers that prohibit being replaced while striking; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Public Service Freedom to Negotiate Act (H.R. 6238) as it would set a minimum nationwide standard for collective bargaining.

## **RECOMMENDED LEGISLATIVE RESOLUTION NO. 6**

### **IMPROVING THE FINANCES AND SERVICES OF THE USPS**

*Submitted by Don Sneesby, Western Region Vice President and NPMHU Local 316*

WHEREAS, the Postal Service Reform Act (PSRA) of 2022 (Pub. Law 117-108) provides the first steps towards financial stability for the United States Postal Service through the repeal of the 2006 mandate to prefund retirement healthcare benefits and Medicare integration for future retirees; and

WHEREAS, the PSRA promotes revenue growth through customer satisfaction with codifying six-day delivery through an integrated network, allowing for agreements between the USPS and local, state, and tribal governments to provide property and services, and creating a public dashboard to inform customers on delays; and

WHEREAS, despite the new law, there are still threats to dismantle the Postal Service’s processing and delivery network, cut additional career employees, and further reduce the USPS service standards; and

WHEREAS, additional stand-alone legislation is being examined by the NPMHU, other postal stakeholders, and elected officials to provide further improvements in USPS finances and services, and an increase in revenue;

THEREFORE, BE IT RESOLVED, that the NPMHU shall continue to work toward stability in the Postal Service’s finances; protect and strengthen the Postal Service’s invaluable mail processing, retail, and last-mile delivery networks; and allow the Postal Service to expand its services to meet the evolving needs of the American economy during the 21<sup>st</sup> century.