



# RESOLUTIONS

## Convention Delegates Adopt Important Resolutions

Over the course of the NPMHU 2016 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 seventeen resolutions that were adopted by the Convention (including any amendments adopted during the debate at the convention). The first nine of the following resolutions were presented by the Resolutions Committee, and the remaining eight resolutions were presented on behalf of the Legislative and Political Committee.

*\* The article assumes that all 17 are presented and approved.*

## LEGISLATIVE AND POLITICAL COMMITTEE

### Recommendation No. 1

Based on Resolution Proposed by:  
Bob Losi, Legislative and Political Director;  
Steve Brown, Local 321

### Trade and Globalization

WHEREAS, both the American and world economies in recent decades have experienced rapidly increasing inequality and the concentration of wealth in the hands of a select few; and

WHEREAS, such wide gaps in wealth and resources pose a threat to the world order and basic human rights; and

WHEREAS, the free market system as it stands enables corporations and investors to pit workers in different countries against each other; and

WHEREAS, the lack of regulation has rendered American workers pawns in the game of corporate subsidies, tax breaks, and manipulation of fair wages by some foreign governments; and

WHEREAS, corporations act in their own interest, pursuing cheap labor devoid of benefits and blatantly violating collective bargaining agreements negotiated with their unionized American employees; and

WHEREAS, international corporations that traditionally treat their employees and their rights with respect do not honor this practice on American soil, further enabled by an utter lack of regulation; and

WHEREAS, the right wing of the American political spectrum continues to suppress the power of organized labor by encouraging practices such as outsourcing and privatization of public services; and

WHEREAS, the proposed Trans-Pacific Partnership (TPP) would only enable violators of labor rights to continue their practices without establishing safeguards for workers in these countries and without shielding American workers from unfair competition;

THEREFORE, BE IT RESOLVED, that the NPMHU will continue to advocate for international solidarity among workers and their unions to achieve social and economic justice, as well as fair labor practices around the world; and

BE IT FURTHER RESOLVED, that the NPMHU should join with existing local, state, and national organizations, including the AFL-CIO and the Laborers International Union of North America, in their the fight against the TPP; and

BE IT FURTHER RESOLVED, that the NPMHU will fight for all trade agreements to include and enforce fair labor standards, most notably including the right to organize and bargain collectively.

### Recommendation No. 2

Based on Resolution Proposed by:  
Bob Losi, Legislative and Political Director

### Voting Rights for All

WHEREAS, in a democracy, the right to vote is inalienable and fundamental; and

WHEREAS, the right to vote in America has come under attack, based upon false allegations of voter fraud; and

WHEREAS, prior to the 2012 elections, 180 bills were introduced in 41 states to challenge the fundamental right of all Americans to vote, and before that, 27 voter suppression laws were passed in 19 states, requiring voters to supply proof of citizenship in order to register and photo identification in order to vote; and

WHEREAS, in the past year, 17 states have passed even more voter suppression laws that may take effect in time for the 2016 federal elections; and

WHEREAS, such voter ID laws are tantamount to voter suppression, as are other attempts to disenfranchise large numbers of American voters, such as the reduction of early voting dates, the use of out-of-date voting machines, the biased purging of voter rolls, and the establishment of superficial obstacles to voter registration; and

WHEREAS, studies show that these practices, many of which are being proposed by far-right groups like the American Legislative Exchange Council (ALEC) and are funded by the billionaire Koch brothers, have a

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disproportionately adverse impact on minority groups and operate in the interest of a few wealthy individuals rather than the country as a whole; 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 problem states; and

WHEREAS, despite these efforts at voter suppression, the movement to get out the vote is as strong as ever;

THEREFORE, BE IT RESOLVED, that the NPMHU should join with allied organizations at the local, state, and national level 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 goes on record to oppose each of the aforementioned attempts to disenfranchise the American people; and

BE IT FURTHER RESOLVED, that the NPMHU urges Congress to adopt the bipartisan Voting Rights Amendment Act, co-sponsored by Representatives Jim Sensenbrenner from Wisconsin and John Conyers from Michigan, to restore the full protections adopted by Congress in the 1965 Voting Rights Act, and to restore, under that legislation, the authority of the federal courts to stop the discriminatory practices of voter suppression and disenfranchisement.

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## Recommendation No. 3

Based on Resolution Proposed by:  
Bob Losi, Legislative and Political Director

### Raise the Minimum Wage

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 much-needed boost; and

WHEREAS, opinion polls show that an overwhelming majority of Americans support increasing the minimum wage to \$15.00 per hour by 2020; and

WHEREAS, localities and states such as Seattle, New York, California, and the District of Columbia all have passed measures that will raise the minimum wage to \$15.00 over time; and

WHEREAS, proposals to implement such measures are being discussed in legislatures across the country;

THEREFORE, BE IT RESOLVED, that the NPMHU supports an increase in the federal minimum wage to at least \$15.00 per hour by 2020; 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.

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## Recommendation No. 4

Based on Resolution Proposed by:  
Bob Losi, Legislative and Political Director

### Change the USPS Board of Governors

WHEREAS, the USPS Board of Governors controls the Postal Service through directing its expenditures, reviewing its practices and initiatives, establishing long term goals, and dictating policy for all things postal; and

WHEREAS, the Board of Governors spearheads projects such as service standards, capital investments, and officer compensation; and

WHEREAS, the recommended qualifications for serving on the Board of Governors changed due to the Postal Accountability and Enhancement Act of 2006 (PAEA) to favor managers, corporate officials, and those with experience in public service; and

WHEREAS, the current Board of Governors is nearly vacant, and therefore has been rendered ineffective; and

WHEREAS, an effective Postal Service is in everyone's interest; and

WHEREAS, the process for approving a member to the Board of Governors is laborious and divisive, and has become an issue played out in the political arena rather than approached as a calculated and informed business decision; and

WHEREAS, an active, engaged Board of Governors will allow the Postal Service to adapt to changing times; and

WHEREAS, a robust Board of Governors will come to symbolize a thriving and innovative Postal Service;

THEREFORE, BE IT RESOLVED, that the NPMHU urges Congress to appoint dedicated, qualified individuals to the USPS Board of Governors with all deliberate speed, bearing in mind the interests of the mailing public and the livelihood of thousands of dedicated postal employees.

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## Recommendation No. 5

Based on Resolution Proposed by:  
Bob Losi, Legislative and Political Director

### Postal Reform

WHEREAS, the U.S. Postal Service continues to find itself in a precarious financial position because of the statutorily-mandated, but unjustified payments required to prefund the Retiree Health Benefits Fund (RHBF); and

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WHEREAS, this accounting shortfall has led some opportunists on Capitol Hill, within the Postal Service, and in the private sector to use these circumstances as a pretext to attack the wages and benefits of postal employees and the collective bargaining process itself; and

WHEREAS, these same forces wish to dismantle the Postal Service's processing and delivery network, cut additional career employees, and further reduce the USPS service standards; and

WHEREAS, there are ongoing attempts in Congress to fashion a bipartisan bill that would reform the Postal Service and eliminate many of these financial burdens;

THEREFORE, BE IT RESOLVED, that the leadership of the NPMHU should continue this Union's active leadership role in supporting meaningful postal reform that will eliminate the pre-funding requirement; stabilize 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 21st century.

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## Recommendation No. 6

Based on Resolution Proposed by:  
Bob Losi, Legislative and Political Director

### Campaign Finance Reform

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 dollars and cents; 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 at the cost 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 strikes 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.

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## Recommendation No. 7

Based on Resolution Proposed by:  
NPMHU Committee on the Future

### Universal Voter Registration and Vote by Mail

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

WHEREAS, less than half of those eligible to vote actually vote during midterm elections, and those numbers are only marginally higher during presidential election years; and

WHEREAS, the 2014 midterm election saw the lowest voter turnout in 70 years, with only 36 percent of eligible voters showing up to the polls; and

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

WHEREAS, in recent years, many states and localities have initiated measures that try to chip away at the right to vote and serve to disenfranchise and dissuade eligible voters; and

WHEREAS, since implementing automatic voter registration, the State of Oregon has added more than 50,000 voters to the state's rolls, and the States of Vermont, California, and West Virginia have passed similar legislation; and

WHEREAS, according to the Brennan Center for Justice, 28 more states as well as the District of Columbia are considering implementing such measures; 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, the U.S. Postal Service provides a modern, secure, efficient vehicle for voting that has proven to increase participation and make voting much more convenient; and

WHEREAS, the States of Oregon, Washington, and Colorado and many other locations have proven that vote by mail expands on existing absentee balloting, eliminates the embarrassing errors of malfunctioning electronic equipment and untrained poll workers, and preserves the necessary paper trail to certify elections; 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 who reach voting age and for all persons who become citizens; and

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BE IT FURTHER RESOLVED, that the NPMHU supports and should continue to work for the passage of vote by mail legislation.

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## Recommendation No. 8

Based on Resolution Proposed by:  
Cindy Hoehl-Rinker, President, Local 321

### Endorsement of Hillary Clinton for U.S. President

WHEREAS, the United States will conduct National Elections in November 2016 for U.S. President and Vice President, the entire House of Representatives, and one-third of the Senate; and

WHEREAS, the NPMHU has always supported those candidates who support the working men and women of this country; and

WHEREAS, both Secretary Hillary Clinton and Senator Bernie Sanders garnered much support from Democrats across the country during this year's presidential primaries; and

WHEREAS, the NPMHU is grateful to Senator Sanders for bringing energy and passion to politics and for having ignited a national conversation about inequality, wages, and the power of corporate interests in our democracy; and

WHEREAS, the NPMHU intends to continue working with Senator Sanders to strengthen the U.S. Postal Service and the American political system; and

WHEREAS, the candidate for U.S. President who was recently nominated by the Republican Party is Donald Trump, and Mr. Trump has

a clear anti-worker record (as both an employer and as a political candidate), is dishonest and cannot control his rhetoric or his temper, has shown himself to be a bigot and a racist, and is essentially unfit to be President of the United States; and

WHEREAS, the Democratic Party candidate for President, Hillary Clinton, represents the best hope for advancing the many issues of direct concern to all Mail Handlers and other, unionized workers, including economic and political equality

for all working class Americans, regardless of gender, race, sexual orientation, nationality, religion, or disability; and

WHEREAS, Secretary Clinton has dedicated her entire life to public service; and

WHEREAS, Secretary Clinton has a long history of supporting collective-bargaining rights and decent pay and benefits for all American workers, and was an original co-sponsor of the Employee Free Choice Act; and

WHEREAS, Secretary Clinton has staunchly defended the U.S. Postal Service, including protection of the mail processing network, six-day delivery, and overall support for the pay and benefits of federal and postal employees; and

WHEREAS, Secretary Clinton is acknowledged to be one of the most qualified candidates ever to run for the office of President; and

WHEREAS, the NPMHU must come together to ensure that Secretary Clinton soundly defeats Mr. Trump in this year's election; and

THEREFORE, BE IT RESOLVED, that the NPMHU goes on record to endorse the candidacy of Hillary Clinton for President of the United States.

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## RESOLUTIONS COMMITTEE

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## Recommendation No. 1

Based on Resolution Proposed by:  
Ronald Williams, Jr., Local 303

### Dignity, Respect, and Justice in the Workplace

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 become institutionalized ferocity 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 and 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, democracy, and strength through the enforcement of human rights and 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 and be treated with dignity and respect.