

RESOLUTIONS

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

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.

RESOLUTIONS COMMITTEE

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.

RESOLUTIONS

Recommendation No. 2

Based on Resolution Proposed by:
Joseph A. Palau, Local 300

Boycott Nabisco Products Made in Mexico

WHEREAS, the NPMHU must stand united with its brothers and sisters of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM), in particular its Chicago Local 300, in their fight to save American jobs by boycotting Nabisco products that are made in Mexico; and

WHEREAS, after its workers in Chicago refused to accept \$46 million in annual concessions, something asked of no other bakery, Nabisco sent production to Salinas, Mexico, eliminating hundreds of middle-class jobs in this heavily African-American and Hispanic community; and

WHEREAS, Nabisco, which already has a plant in Monterrey, Mexico supplying the American market, will take even greater advantage of a low-wage workforce in Mexico; and

WHEREAS, Nabisco's decision to send production to Mexico continues a decades-long pattern of closing plants in the United States, Canada, and other industrialized countries, eliminating thousands of jobs, and shifting production to low-wage countries in which workers are vulnerable to exploitation because they have few, if any, environmental, health and safety, or food safety laws to protect workers, citizens and the environment; and

WHEREAS, over the past 20 years, Nabisco has closed plants in Pittsburgh, Houston, Niles and St. Elmo, IL, Buena Park, CA, Philadelphia, and Toronto; and

WHEREAS, plant closures devastate communities and families, as well as state and county tax bases; and

WHEREAS, making matters worse, in the 1990s Nabisco took \$90 million in subsidies from Illinois taxpayers, and now, twenty years later, Nabisco is essentially abandoning that investment by the taxpayers; and

WHEREAS, Nabisco's continued corporate policy of closing down plants to take advantage of low-wage workers has been a windfall for its top executives and largest shareholders;

THEREFORE, BE IT RESOLVED, that the NPMHU shall stand with its brothers and sisters in BCTGM, in particular its Chicago Local 300, in their fight to protect American jobs; and

BE IT FURTHER RESOLVED, that the NPMHU supports the boycott of all Nabisco products that are made in Mexico; and

BE IT FURTHER RESOLVED, that the NPMHU urges Nabisco and its parent company Mondelez to return to the United States all production of Nabisco products sold in the United States.

Recommendation No. 3

Based on Resolution Proposed by:
Npmhu Committee On The Future,
Cindy Hoehl-Rinker, Local 321

Supporting the U.S. Mail

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.

Recommendation No. 4

Based on Resolution Proposed by:
Matt Mcauliffe, Local 321; Steve Brown, Local 321

Build a Grand Alliance to Save Our Public Postal Service

WHEREAS, the U.S. Postal Service is the constant target of numerous privatization campaigns driven by certain elected officials on behalf of greedy corporate agendas to dismantle this 241-year-old institution; and

WHEREAS, privatization of the Postal Service represents nothing less than the looting of public services and assets; and

WHEREAS, political pressure applied to Congress by mass movements, such as the movements for civil rights and the rights of Vietnam Veterans, has produced monumental legislation; and

WHEREAS, the importance of Congressional correspondence and lobbying for legislation is recognized, but they alone are not enough; and

RESOLUTIONS

WHEREAS, to protect the Postal Service as an independent agency of the United States Government and to save postal jobs, there has to be a widespread public movement; and

WHEREAS, only with the support of the general public can we save the Postal Service from privatization; and

WHEREAS, the four national postal unions – the NPMHU, the NALC, the APWU, and the NRLCA – have joined forces to create A Grand Alliance to Save the Public Postal Service with over seventy national organizations representing the labor movement, civil rights organizations, students, seniors, veterans’ groups, community and faith-based organizations, and business groups as an initial step; and

THEREFORE, BE IT RESOLVED, that the NPMHU encourages its Local Unions and membership to build relationships with local and state groups to affiliate with A Grand Alliance to Save Our Public Postal Service, beginning with those already affiliated at the national level based on transparency, reciprocity, and our shared values.

Recommendation No. 5

Based on Resolution Proposed by:
NPMHU Committee on the Future

Oppose USPS Plans to Downsize or Reduce Service

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

Recommendation No. 6

Based on Resolution Proposed by:
NPMHU Committee on the Future

In Opposition to Plans to Privatize the Postal Service

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 recent economic recession 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 the 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), Consolidation & Deconsolidation Facilities (CDFs), bed-loading projects, and any other facilities that have been or may be targeted by the Postal Service for future subcontracting.

Recommendation No. 7

Based on Resolution Proposed by:
Matt Mcauliffe, Local 321

Support the Black Lives Matter Movement and Work for Racial Justice

WHEREAS, the Black Lives Matter movement is not a debate over whose lives matter more, but rather a movement to make clear that black lives matter as much as other lives and, to that end, to dismantle our nation’s anti-black racism and to develop a more multiracial democratic society; and

WHEREAS, the Black Lives Matter movement started as a demand for justice for Trayvon Martin, and soon became a response to the events of Ferguson, MO and Baltimore, MD, and to the massacre of Charleston, SC; and

WHEREAS, throughout American history, black struggles for freedom and equality often are portrayed falsely as black people trying to get “special rights” by taking something away from the white majority; and

WHEREAS, anti-black racism was developed and enforced through laws, policies, and sometimes institutionalized violence meant to keep the vast majority of Americans fighting against and hating each other, while those with the power to rule consolidated wealth and power, extracting it from working-class communities, including communities of color; and

WHEREAS, workers through their unions have fought for greater inclusion and economic justice, often expanding benefits economically, politically, and socially; and

WHEREAS, the Black Lives Matter movement is attempting to eradicate and remedy continuing racism not only in the workplace, but in housing, healthcare, jobs, education, and the criminal justice system;

RESOLUTIONS

THEREFORE, BE IT RESOLVED, that the NPMHU expresses its support for the principles of the Black Lives Matter movement, as set forth above; and

BE IT FURTHER RESOLVED, that the NPMHU encourages its membership to find effective ways to work for meaningful racial justice.

Recommendation No. 8

Based on Resolution Proposed by:
NPMHU Committee on the Future;
Cindy Hoehl-Rinker, Local 321

Buy Union – Buy American

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 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 and friends.

Recommendation No. 9

Based on Resolution Proposed by:
NPMHU Committee on the Future

Supporting a Union Shop

WHEREAS, the National Postal Mail Handlers Union fights for better wages, respect, dignity, health care, safety, and retirement for all Mail

Handlers, regardless of race, color, creed, nationality, religion, age, sex, sexual orientation, physical or mental status, or union membership; and

WHEREAS, the NPMHU, its affiliated Local Unions, and its thousands of dedicated representatives are working day in and day out to protect the interests of all Mail Handlers, through the negotiation and enforcement of agreements between the Union and the U.S. Postal Service for wages, job security, protection from discrimination, seniority, choice vacations, health and safety, and other benefits; and

WHEREAS, the NPMHU invests significant resources in achieving the best for the Mail Handler craft, whether by legislation, politics, grievances and arbitration, legal cases, training and education, membership communication, collective bargaining, and other means; and

WHEREAS, the NPMHU has been on the frontline for many decades, fighting to obtain, defend, and uphold our collective bargaining rights; and

WHEREAS, non-Union members are allowed by law to enjoy all the privileges and benefits negotiated by the NPMHU, as well as all job protections at the workplace, even though they pay no Union dues; and

WHEREAS, numerous studies have shown that a workforce performs at higher levels of productivity, with fewer accidents and greater job satisfaction, when all workers are treated with dignity and respect as Union members, than when the workers are exploited by management, divided amongst themselves, and alienated from their leadership; and

WHEREAS, the prohibition by law of a Union shop is designed to undermine and weaken the solidarity of the working class and specifically of the men and women who work for the Postal Service, by encouraging postal employees to shun Union membership and exploit unfairly the courage and generosity of the Union Brothers and Sisters, turning worker against worker; and

WHEREAS, solidarity and universal Union membership among all the workers in a Union shop are the surest ways to advance the common interest of the workers in improving productivity and employment conditions and achieving dignity within the workplace; and

WHEREAS, all Mail Handlers and other postal employees should exercise their collective political power to correct the injustice of the 1970 Postal Reorganization Act's prohibition of the Union shop; and

WHEREAS, the imminent national elections offer an opportunity for all Mail Handlers and other postal employees to repeal the unjust prohibition of the Union shop and continue the struggle for a better workplace;

THEREFORE, BE IT RESOLVED, that this Union shall make every reasonable effort to persuade Congress and the President to amend the Postal Reorganization Act to grant postal unions the right to negotiate and enforce lawful and constitutional union shop agreements, so that Mail Handlers and other bargaining unit employees who refuse to join the NPMHU may be charged for their fair share of representational services, including costs for the filing of grievances, advocacy at arbitration hearings, training and education, membership communications, and the bargaining of Local and National Agreements regarding pay and working conditions.