



Local 300

Mail Handler News

National Postal Mail Handlers Union, AFL-CIO

Fall
2013



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Local 300 Newsletter

LOCAL 300

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President's Report

By Paul Hogrogian

These remain very busy and critical times for Local 300 and the National Postal Mail Handlers Union. The following is an update on some of the most crucial issues confronting us.

Area Mail Processing (AMP):

The USPS originally notified the NPMHU at the National, Local and Branch Levels on September 14, 2011 of the 262 installations in which it planned to conduct feasibility studies for possible consolidation of some operations into other installations and/or closure of those installations.

The following installations within Local 300's jurisdictions were identified as being included in the studies for consolidation and/or closure:

1. Brooklyn P & DC (outgoing) into Morgan P & DC (approved)
2. Kilmer P & DC (incoming) into Trenton P & DC and/or DVD P & DC (approved Part 1 completed March 2013 and Part 2 completed June 2013)
3. Mid Hudson P & DC into Albany P & DC (approved-effective September 2013)
4. Northern NJ P & DC (Teterboro) into DVD P & DC (approved effective September 2013)
5. Queens P & DC (incoming) into Brooklyn P & DC and/or Morgan P & DC (pending)
6. Stamford P & DC into Westchester P & DC (approved effective September 2013)
7. Western Nassau P & DC (incoming) into Mid Island P & DC (disapproved)
8. Monsey DDC (Rockland) into Westchester P & DC (approved)
9. Mid Island Annex (Maxcess Road) into Mid Island P & DC (approved)
10. NJ LDC into Northern NJ P & DC (Teterboro) (pending)
11. NY LDC into Western Nassau P & DC (disapproved)
12. Monmouth P & DC (incoming) into Trenton P & DC (approved completed June 1, 2013)
13. Staten Island P & DC (Incoming) into Brooklyn P & DC (approved completed February 2013)

The Postal Service approved 226 of these closings/consolidations while 35 were disapproved. The USPS implemented 48 closings and consolidations in 2012 and its plans called for another 92 in 2013 and 86 in 2014. However in January of 2013 the USPS announced that it would "accelerate" 18 closings and consolidations originally planned for 2014 to 2013. In March of 2013, the USPS announced that it would accelerate another 55 closing and consolidations from 2014 to 2013. These "accelerations" include Staten Island (remainder of mail processing operations), Kilmer (remainder of mail processing operations), Monmouth (remainder of mail processing operations), Mid Hudson (outgoing, some incoming), Brooklyn (outgoing) and Stamford (outgoing, some incoming).

The Northeast/NY Metro Area continues to aggressively implement its own plans to consolidate operations between installations.

The Postal Service has already implemented its plans to move mail processing operations out of several Mail Processing Plants within Local 300's jurisdiction. These initiatives effectively closed mail processing operations in the Kilmer P & DC, Monmouth P & DC, Staten Island P & DC, Bronx P & DC, Newark P & DC, West Jersey P & DC, the Bronx STC, Newark AMC and the Carteret STC.

The implementation of these plans will result or has resulted in the reassignment (voluntary and involuntary) of many Mail Handlers from one installation to another. Local 300 representatives will ensure that *any* dislocation and inconvenience related to any such reassignments is kept to an absolute minimum and in compliance with the provisions of Article 12 of our National Agreement.

Brooklyn to Morgan AMP

The Postal Service notified Local 300 in 2012 of its decision to consolidate outgoing mail processing operations at the Brooklyn Processing and Distribution Center (P & DC) into the Morgan P & DC. It should be noted that the Flushing and Staten Island outgoing operations were moved into Brooklyn. Since the Bronx originating mail processing operations have already been moved into Morgan several years ago, Morgan will be processing the outgoing mail for all 5 boroughs (Manhattan, Bronx, Queens, Brooklyn and Staten Island). Local 300 is not convinced that Morgan will be able to handle this additional volume.

Since the Postal Service is proposing to concurrently move the Incoming Mail operations from Flushing and Staten Island into Brooklyn, the Brooklyn Installation will actually be gaining, and not losing, Mail Handler positions. However, while no Mail Handlers will be reassigned out of Brooklyn, these changes certainly will result in the restructuring of many bid assignments in Brooklyn.

Queens (Flushing) to Brooklyn to AMP

The Postal Service also notified Local 300 in 2012 of its decision to consolidate incoming mail processing operations at the Queens P & DC into the Brooklyn Processing and Distribution Center (P & DC). However, incoming mail for the 110 zip codes will be processed at the Western Nassau P & DC. It should be noted that the Flushing outgoing operations have already been moved out of Queens. Implementation of this plan would effectively close the Flushing facility. However Customer Service Mail Handler positions would remain at several of the Flushing stations.

Local 300 has unofficially been told that this proposal has been tabled and that the plans are for the Queens P & DC to remain open. However, the USPS has often changed its mind and reversed their decisions. It is becoming extremely difficult for Local 300's representatives to believe anything that management tells us, especially when their lips are moving. It is extremely frustrating when

management tells us one thing and does another.

Postal management has no idea what they are doing, but they are in a hurry to do it.

If this initiative is carried out, Local 300 will seek to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments. Landing spots for reassigned Mail Handlers could include Brooklyn, Morgan, ISC-JFK, Mid Island and NY LDC in Bethpage. Positions in New Jersey will also be made available.

Branch meetings were held in December 2012 and May 2013 at which the attendees were fully briefed on this event.

Staten Island to Brooklyn AMP

The Postal Service implemented its plans of consolidating Staten Island incoming operations into the Brooklyn P & DC. Since the Staten Island outgoing mail has already been consolidated into Brooklyn, implementation of this plan has effectively ceased all mail processing operations in Staten Island. Cross Dock operations remain at Manor Road, as well as New Dorp and South Shore stations. Their plan called for the reassignment of 7 Staten Island Mail Handlers. Through negotiations, Local 300 reduced this number to 3 involuntary reassignments (2 to NJI NDC and 1 to Brooklyn) and 1 senior volunteer (ISC-JFK).

Branch meetings were held in January 2013 and February 2013 at which the attendees were fully briefed on this event.

At the public hearing to discuss the consolidation of the outgoing mail several years ago, the Postal Service stated that they had no intentions of closing the Staten Island plant. It seems the Postal Service will not honor that pledge.

Mid Hudson to Albany AMP

The Westchester District had originally announced its plan to move the Mid Hudson outgoing operations into the Westchester P & DC. The Postal



Veteran's Day Ceremony - NJI NDC, pictured (l-r): Branch President Tom Mullahey, NJI NDC Mail Handler Major Jan Burgess, Local 300 President Paul Hogrogian

Service has now changed its plan and now proposes to not only take the outgoing operations out of Mid Hudson but also the Incoming operations. However the plans now entail sending the mail to Albany rather than Westchester. The plan, if approved, could mean the loss of 90 to 95 Mail Handler jobs in Mid Hudson. The only Mail Handler operation that would remain in Mid Hudson would be a small cross dock HUB operation staffed by approximately 15 to 20 Mail Handlers.

The USPS has issued an impact statement in which it announced that it will implement its proposal to move the outgoing operations and the incoming MMP primary Letters and Flats operations and Primary Standard letters operations. The Impact Statements reflects the excessing of 56 Mid Hudson Mail Handlers. Local 300 was able to reduce the number of impacted Mail Handlers to 43.

The outgoing operations and some incoming operations were moved to Albany in August.

Once again Local 300 will seek to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments. Landing spots for reassigned Mail Handlers could include the Albany and Westchester P & DCs, the Monsey DDC and the Poughkeepsie and Kingston Post Offices. Positions in New Jersey will also be made available.

Branch Meetings were scheduled to fully brief the attendees on this event.

Stamford to Westchester AMP

The Northeast Area recently announced that it will implement its plan to consolidate the Stamford outgoing and some incoming operations into the Westchester P & DC effective in September of 2013. The USPS has issued an "Impact Statement" was designated 49 Stamford Mail Handlers for involuntary reassignment. Local 300 hopes to significantly reduce that number. Potential landing spots for Stamford Mail Handlers could include Westchester, NJI NDC, DVD, Springfield and Long Island.

Certain mail processing operations have already been moved to Westchester. However no Mail Handlers have yet to be involuntarily reassigned.

There are also plans under consideration that could result in the removal of all mail processing operations in Stamford in 2014.

There are serious doubts that Westchester can adequately house Stamford's FSS and its mail volumes. However the Northeast Area and the Connecticut District may look at keeping the FSS in Stamford and perhaps add a second FSS. There is also a possibility that cross dock operations could remain in Stamford.

As of now, all plans to involuntarily reassign Mail Handlers out of Stamford were put on hold by the USPS.

Branch meetings were held on June 15th and October 26th during which I fully briefed the attendees on this event.

Once again Local 300 will seek to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments.

Northern NJ P & DC (Teterboro) to DVD AMP

The Northeast Area recently announced that it will implement its plan to consolidate the Teterboro outgoing operations into the DVD P & DC in Kearny in September 2013. There are no involuntary



Veteran's Day Ceremony - Brooklyn, with Branch President/ NYSEBM Yvette Johnson & President Paul Hogrogian

reassignments expected to be associated with this action.

There are still plans on the books that, if approved, could result in the removal of all mail processing operations in the Northern NJ P & DC and the complete closure of the Teterboro building in 2014. We have been unofficially told that the plans to move the incoming operations out of Teterboro have been put on hold.

A Branch meeting will be scheduled to brief the attendees on this event and answer any questions that may be raised.

Once again Local 300 will seek to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments.

Kilmer to DVD AMP

The Postal Service also implemented its plans to move the remainder of its mail processing in Kilmer into DVD. Phase 1 of this plan, which was completed in March 2013, was accelerated to make room for the "Call Center" which will be housed in Kilmer. A total of 27 Mail Handlers were involuntarily reassigned to other postal installations (reduced from 54) along with 8 senior volunteers. Kilmer Mail Handlers were reassigned to DVD, NJI NDC, Trenton and the Kilmer Call Center (clerk positions).

Phase 2 of the plan was effective on June 29, 2013. 108 Kilmer Mail Handlers were designated to be excessed. That number was reduced to 87 through negotiations. Landing spots for impacted Kilmer

Mail Handlers included NJI & NDC, DVD, Elizabeth, Princeton, the South Jersey P & DC and the Kilmer Call Center (clerk positions).

The only Mail Handler operation remaining in Kilmer is a small cross dock HUB operation staffed by 18 Mail Handlers. The USPS is now considering moving this operation out of Kilmer. The New Brunswick Annex (Customer Service) also has 2 Mail Handler positions within the Kilmer Installation.

Monmouth to Trenton AMP

The Postal Service completed its plans to consolidate the remaining Monmouth mail processing operations into the Trenton P & DC effective June 1, 2013.

Cross Dock operations will remain at Monmouth (14 Mail Handler positions). Their plan resulted in the reassignment of 16 Monmouth Mail Handlers. Through negotiations with the Eastern Area and South NJ District, Local 300 ensured that this number was kept to a minimum. Landing spots for reassigned Monmouth Mail Handlers were Trenton and NJI NDC.

NJ LDC to Northern NJ P & DC (Teterboro)

The Northeast Area also has plans to consider moving operations currently being performed at the NJ LDC in Kearny into the Teterboro building that would be vacated by moving the Northern NJ P & DC operations into DVD. The plan, if approved, would not take place for at least 18 months to 2 years after the Teterboro building becomes vacant. No final decision has yet to be made.

ISC-JFK/NJ L & DC/NY L & DC/Other Installations

The USPS has informally discussed moving certain operations in and out of the ISC-JFK, NJ NDC, NJ L & DC and NY L & DC, as well as other installations. However there is nothing official to report.

When Local 300 is officially notified of any plan, the appropriate Union officials will be notified and the membership will be kept informed.

Training

Local 300 has continued to implement its aggressive training programs.

Steward Training for new stewards was conducted on February 13 and 14, 2013. National Shop Steward Trainer Sam D'Ambrosio and I provided the training.

Local 300 also provided Arbitration Advocate training for new Local 300 Arbitration Advocates on July 11 and 12, 2012.

Attorney Mitchell Kastner provided Local 300's Branch Presidents and Executive Board members with a special training on medical privacy issues (among other topics) on July 13, 2012.

LMOU Training and a Briefing on the new provisions of the 2011 National Agreement was provided on July 18 and 19, 2013.

Plans are also underway for several other trainings to be conducted in the immediate future.

Finances

Local 300 continues to reduce our expenses while providing quality representation to our members. We continue to build up union funds to ensure that Local 300 will be able to continue to function while we face the problems that lie ahead. Local 300 is committed to continuing our cost cutting measures

as both Regular and Associate memberships continue to decline as a result of the Postal Service's downsizing initiatives. I assure all concerned that Local 300 will have the financial resources to ensure that we will be able to continue our aggressive enforcement of the National Agreement throughout the Grievance/Arbitration procedure.

Social and Recreational Activities

Local 300's annual Mets trip was held on June 9, 2013 (Sunday). The Mets played the Miami Marlins.

Local 300 has also added a New York Yankee trip which was held on July 14, 2013 (Sunday). The Yankees played the Minnesota Twins.

These events provide us the opportunity to spend some much needed time with our families, friends and each other outside of our workplace and away, if for just a day, from the problems that we face there. I look forward to attending these activities in 2014.

Local 300 participated in last year's Labor Day parade. Vice President Blum coordinated Local 300's participation in this event.

I hope that this report has addressed many of your concerns.

- Paul Hogrogian
President



Local Union Council Meeting 5/1/13

(Standing l-r): Wilfredo Delgado, NYC, Ricky Gonzales - Teterboro, Charlie Price NJSEBM, Alex Frazier - NJLDC, Ray Bermudez - DVD, Trevor Stuart - Flushing, Don Utz - Stamford/CTSEBM, Tom Mullahey - NJI/NDC, Peter Bilotta - Western Nassau, Tony York - Westchester, Tom Hynes - Kilmer, Stan Howard - JFK. (Seated l-r): Yvette Johnson (Brooklyn & NYSEBM, Kevin Tabarus - Treasurer, Paul Hogrogian - President, Bob Blum - Vice President, Dawn Licata - NYLDC

LMOU & New Contract Training July 2013



The following officers/representatives participated in the program:

- | | |
|-------------------|--|
| 1. Robert Blum | Vice President |
| 2. Kevin Tabarus | Treasurer |
| 3. Charlie Price | NJ State EB Member |
| 4. Yvette Johnson | NY State EB Member/
Branch President-Brooklyn |
| 5. Willie Delgado | Branch President-NYC |
| 6. Tom Mullahey | Branch President-NJI NDC |
| 7. Ray Bermudez | Branch President-DVD |

- | | |
|--------------------|--------------------------------|
| 8. Stan Howard | Branch President-JFK |
| 9. Alex Frazier | Branch President-NJ LDC |
| 10. Peter Bilotta | Branch Pres. - Western Nassau |
| 11. Dawn Licata | Branch President-NY LDC |
| 12. Tony York | Branch President-Westchester |
| 13. Trevor Stuart | Branch President-Flushing |
| 14. Ricky Gonzales | Branch President-Teterboro |
| 15. James Perkins | Branch President-Mid Hudson |
| 16. Tom Hynes | Chief Steward in Charge-Kilmer |



2011 National Agreement Awarded

The terms and conditions were determined by Arbitrator Fishgold on February 15, 2013. The information below represents a brief summary of the changes to the National Agreement. If you have any questions, see a steward.

- **4 ½ year agreement** from November 21, 2011 to May 20, 2016
- **General Wage Increases for all Mail Handlers (FTRs, PTRs, PTFs, & MHAs)**, as per Article 9.1
 - 1% - November 2013
 - 1.5% - November 2014
 - 1% - November 2015
- **Cost of Living Allowances (COLAs) for Career Mail Handlers (FTRs, PTRs, PTFs only)**
 - Seven (7) Paid from March 2014 to March 2016 - *None in year one (2011) Deferred in year 2 (2012)*
 1. Based on the changes in the CPI-W index from July 2012 to January 2013. **Deferred until March 2014**, \$146 will be added to annual base salary (\$0.07 an hour).
 2. Based on the changes in the CPI-W index from January 2013 to July 2013. **Deferred until September 2014**, \$541 will be added to annual base salary (\$0.26 an hour).
 3. Based on the changes in the CPI-W index from July 2013 to January 2014. **Paid in March 2014, with the \$146 deferred COLA.**
 4. Based on the changes in the CPI-W index from January 2014 to July 2014. **Paid in September 2014, with the \$541 deferred COLA.**
 5. Based on the changes in the CPI-W index from July 2014 to January 2015. **Paid in March 2015.**
 6. Based on the changes in the CPI-W index from January 2015 to July 2015. **Paid in September 2015.**
 7. Based on the changes in the CPI-W index from July 2015 to January 2016. **Paid in March 2016.**
- Increase employee contribution for **Health Insurance 1% per year**
- **Increase Night Differential** (\$0.07 an hour)
- **Increase Clothing Allowance**
- **Full No-Layoff Protection** all career Mail Handlers hired on or before 11/20/11
- **All PTFs in large facilities converted to Full-Time Regular** (by 8/14/13)
- **Casual percentage reduced to 5%** (from 12.5%) by installation
 - *No restriction from "in lieu of" clause, can be employed 360 days a year.*
- New Category of non-career Mail Handler employee called the **Mail Handler Assistant, or MHA.**
 - 15% maximum per district (20% cap per installation)
 - Members of NPMHU, eligible for conversion career
 - Work flexible hours, may be separated for lack of work
 - NPMHU will be able to provide Union representation.
 - Effective 2/15/13 start wages of \$13.75 per hour
 - Salary will increase by 7% by May 20, 2016
 - Wage increases paid to MHAs as in accordance with Article 9.7
 - November 2013: 1% + 1% (Article 9.1) = 2%
 - November 2014: 1% + 1.5% (Article 9.1) = 2.5%
 - November 2015: 1.5% + 1% (Article 9.1) = 2.5%
- **New Pay Scale for new career Mail Handlers hired after February 15, 2013**
 - Start at lower wage rate, attain same top pay of Step P for current Mail Handlers
 - COLAs proportional to wages



Vice President's Report

By Robert "Bobby" Blum

With the last few months of the ridiculous government shutdown orchestrated by right wing extremists freezing other legislation, the passing of responsible Postal Legislation had been put on the back burner. But now is the time to get something done!

As mentioned in previous articles, without passage of legislation by both Houses of Congress and signed by the President, the Postmaster General and Cronies are getting to do exactly what they want, closing and consolidating more and more Plants. As you well know this is causing problems everywhere by backing up mail which leads to Customers leaving for alternates means of delivery and Creeping Privatization. Your facility maybe safe right now or the subject of increasing rumors for downsizing or outright closure but in either case our collective future has never been at greater risk as the **Postal Service's Death Spiral continues.**

Since our last Newsletter Local 300 and the National Postal Mail Handlers Union has as always been in the

forefront to get responsible Postal Legislation into law. This past May Local 300 Representatives joined with Sisters and Brothers from across this country to Lobby Congress and Senators to move forward. Previously the **NPMHU** joined with the **APWU** in a nation-wide public awareness campaign to "**SAVE AMERICA'S POSTAL SERVICE**" and with the **NALC** to "**MAINTAIN SIX DAY DELIVERY**".

NPMHU Representatives in Washington as well as here in Local 300 are in constant contact with Senators and Congress. Recently elected to the Senate in New Jersey Cory Booker is next to pursued for his support.

Closure and Consolidation of mail processing plants have hit on time delivery hard. Mail that had been processed in a Plant near its entry point is now being done further and further away. Customers report not getting mail some days then being flooded on another. Bills are arriving late nation-wide and of course you know that will force a quicker and deeper erosion of first class mail volumes. To get away with slowing down delivery the insane idea of reducing delivery standards have been implemented, with the next step of elimination of overnight delivery scheduled for 2014.

In this article I mentioned **Creeping Privatization**. You don't think the United States Postal Service can be privatized? Well think again. Recently the **United Kingdom's mail service was privatized!** In my opinion if the British did it then it can happen here as well. As delivery standards are relaxed, overnight delivery mandate disappears, and five day or less delivery is promoted by USPS Management, the Postal Service becomes more and more desirable for competitors such as UPS, Fed EX and Pitney Bowes.

If you believe the Privateers, the Postal Service is just dying an expected demise due to the Internet. Quite a self-fulfilling prophecy. The more delayed mail delivery becomes the more difficult to sustain a money loosing government entity.



Local 300 Vice President Robert Blum with Rep. Donald Payne D-NJ 10th District



*Local 300 Vice President Robert Blum with Rep. Rush Holt
D-NJ 12th District*

Many Public Services are under attack by the Privateers including Transit, Social Security and Public Hospitals. All this is by design. In a recent article it was made known that a study that the solution to USPS financial problems is to contract out more postal work was funded by Presort Mail Processor Pitney Bowes!

The Right Wing think tank called the **American Enterprise Institute (AEI)** was discovered to initiate a plan to make the USPS look worse than it is. Further that the USPS is obsolete and doomed and taxpayer's interested would be to getting it off the books (of course we know that there is no taxpayer money to fund the Postal Service). **The AEI plan also points out that the Real Estate owned by the USPS is worth Billions! According to the unaudited USPS 2013 3rd quarter report, the buildings are worth \$24.5 Billion and land at \$2.9 Billion!!**

The notorious American Legislative Exchange Council (ALEC) has been identified by some investigations as responsible for the enactment of the 2006 **Postal Accountability and Enhancement Act (PAEA)** especially the part that requires the Postal Service to pre-fund at the rate of \$5.5 Billion yearly into future Retirees Health Care, which as you have been informed many times previously is responsible for the vast majority of the Postal Service's deficit. Something that is not required by any other government agency or large corporation.

Close examination finds there is a rigorous effort to drive the USPS out of business and us with it.

The United Postal Service is basically a sound business. Of course there are challenges however responsible legislation is a straightforward way to correct the situation.

**Responsible Postal Legislation must include:
Elimination of pre-funding mandate.**

Refunding overpayments made by the USPS into both the FERS & CSRS retirement systems.

Ending of mail slowdown by re-establishing service standards that have already by changed and preventing elimination of and maintaining overnight delivery of first class mail, thus protecting any further closure & consolidation of mail processing plants.

Maintain Universal Service & Six Day Delivery.

Allow the Postal Service to offer new services to consumers and businesses.

These objectives can best be won by passage of **S. 316/H.R. 316, H.R. 630, H.R. 961 and H.R. 2459.**

As this article was written the Postal Service's Inspector General informed the Postmaster General that they must cut another 14.3 million work hours although last fiscal year the Postal Service already gashed 14 million work hours and praised the closing of processing plants throughout the country!

TAKE ACTION NOW TO PROTECT YOUR JOBS!

You can do so by contacting **Congress immediately.**

**By Phone, By Mail for more information visit
www.npmhu.org or www.local300npmhu.org.**

I would like to conclude this article to give respect to the late Senator Frank Lautenberg who passed away this year. Senator Lautenberg who was a true friend to Local 300 and Postal Workers. He will be greatly missed.

Unity & Strength Always
Bobby Blum, Vice President

NPMHU Legislative Conference

This past May, Local 300 Representatives as part of the NPMHU Bi-Annual Legislative Conference lobbied Senators, Congresswomen, Congressmen and their staffs to pass responsible and meaningful Postal Legislation.

The Local 300 Delegation included President Paul Hogrogian, Vice President Robert "Bobby" Blum, Treasurer Kevin Tabarus, NY State Board Member Marcenia Johnson and CT State Board Member Don Utz and NE Regional Director Tom Ruth.



(l-r) Paul Hogrogian Local 300 President, Bobby Blum Local 300 Vice President, Kevin Tabarus Local 300 Treasurer, Yvette Johnson Brooklyn Branch President/NYSEBM meeting with Congresswoman Carolyn Maloney's (D-NY) Staff to discuss Postal Issues.



(l-r) Kevin Tabarus - Treasurer Local 300, Congressman Peter King (R-NY), and Thomas Ruth NE Regional Director



(l-r) Yvette Johnson Brooklyn Branch President/NYSEBM with Congressman Hakeem Jeffries (D-NY)



(l-r) Kevin Tabarus - Treasurer Local 300, Don Utz Stamford Branch President/CTSEBM, Congressman Jim Himes (D-CT), and Thomas Ruth NE Regional Director



*(Pictured right)
Cong. Tim Bishop (D-NY),
Kevin Tabarus - Treasurer
Local 300*

May 2013 - Washington, DC

On May 9th the Local 300 Activists walked Capitol Hill. The visits included the following offices, Connecticut: Senator Christopher Murphy, Rep. Rosa DeLauro, Rep. Jim Himes, and Rep. Elizabeth Esty. New Jersey: Rep. Albio Sires, Rep. Donald

Payne Jr. New York: Senator Kirsten Gillibrand, Rep. Tim Bishop, Rep. Peter King, Rep. Michael Grimm, Rep. Carolyn Maloney, Rep. Grace Meng, Rep. Hakeem Jeffries.



(l-r) Kevin Tabarus - Treasurer Local 300, Paul Hogrogian Local 300 President, Congresswoman Carolyn Maloney (D-NY), Yvette Johnson Brooklyn Branch President/NYSEBM, Bobby Blum Local 300 Vice President on the steps of the US Capitol Building



(l-r) Yvette Johnson Brooklyn Branch President/NYSEBM with Congresswoman Grace Meng (D-NY), Kevin Tabarus - Treasurer



(l-r) Kevin Tabarus - Treasurer Local 300, Bobby Blum Local 300 Vice President, Congressman Donald Payne Jr. (D-NJ), Yvette Johnson Brooklyn Branch President/NYSEBM, Paul Hogrogian Local 300 President



(l-r) Bobby Blum Local 300 Vice President, Congressman Michael Grimm (R-NY), Paul Hogrogian Local 300 President, NPMHUNE Regional Director Tom Ruther



(l-r) Bobby Blum Local 300 Vice President, Congressman Albio Sires (D-NJ), Paul Hogrogian Local 300 President

(Pictured right) Local 300's Delegation on Capitol Hill





Treasurer's Report

By Kevin Tabarus

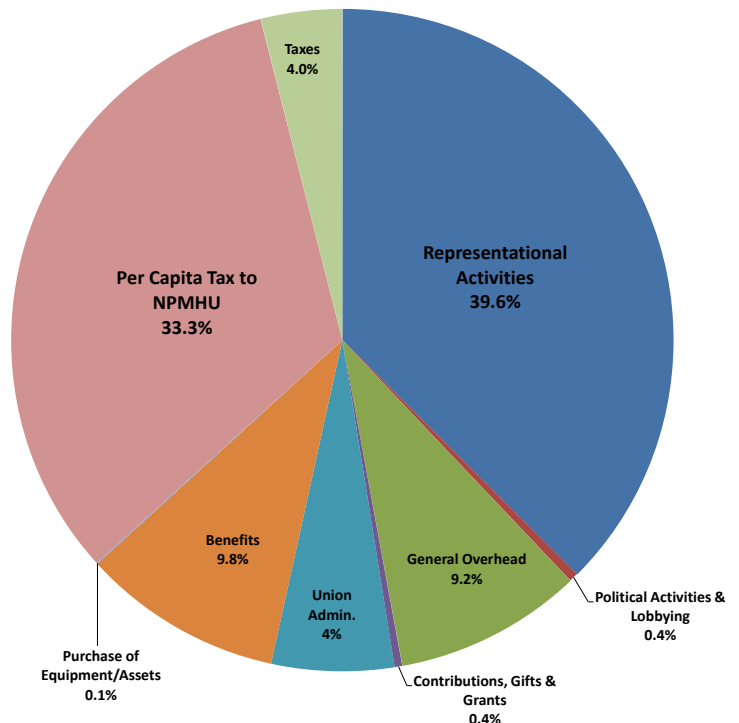
It's been a year since my last report. Again, I am pleased to report that the finances of Local 300 continue to improve. For over the past 10 years, we have effectively managed to spend less than our annual income. **In 2012, Local 300 spent \$141,000 less in operating expenses than the previous year.** This is a remarkable achievement during these trying times. In fact, out of the 37 local NPMHU unions nationwide, Local 300 is one of the most financially stable.

We have all been thru many changes since my last report. The Postmaster General and anti-labor friendly members of congress keep trying to diminish the service that we provide the public. In addition, they are hell-bent on lowering our wages, forcing us to pay more for benefits, and dismiss many of the provisions that have protected our terms and conditions of employment for decades. It seems that our fight with the Postmaster General and congress is the same battle that we must fight each year.

The National Postal Mail Handlers Union celebrated 100 years. This milestone was celebrated at the NPMHU Convention in Portland, Oregon in August of 2012. Duly elected delegates from Local 300 effectively and professionally represented the membership. I personally had the pleasure of being elected as a Judge of the Election of National Officers. It was an enlightening experience that I will never forget. This election of officers proved to be a very unique process in contrast to previous national elections.

Plant consolidations and Area Mail Processing studies are still in the forefront as one of the major battles that we face on a constant basis. It seems that when one AMP/Consolidation is complete, another arises. It seems that every time I prepare the next issue of this newsletter, my first task is to review page 2 which list the branches of Local 300. When I do, it seems that at least one branch is affected. Thankfully, we have the financial resources to ensure that contractual provisions are enforced and that any inconvenience is kept to a minimum.

2012 Disbursements



2012 Year End Financial Report

Last year our largest categorized disbursement (as in years past) was for **Representational Activities**. Almost a total of one million dollars was spent on this category which includes the costs directly related to contract enforcement, grievance processing, arbitration, legal fees, recruiting new members, postage, etc. Last year over \$114,000 was spent on arbitrator fees. This is actually \$29,000 less than what was spent for arbitrator fees in 2011.

The other categorized disbursements are: **Per Capita Tax** which is required by the NPMHU Constitution. Local 300 remits \$6.55 in Per Capita Tax to the National NPMHU office on your behalf each pay period. **Union Administration** accounts for disbursements relating to Elections, Membership Meetings, Member Education, Newsletters, and basically expenses related to the general administration of the local. **General Overhead** indicates all other disbursements that cannot be allocated to any other category. Expenses allocated to this category include Member

Events (such as trips to the Yankee and Mets Game), Member Social Activities, Flowers, Professional Fees, Payroll Expenses, Membership Premiums, etc. **Contributions, Gifts, and Grants** are donations to charitable organizations and the Local 300 Memorial Scholarships. **Political Activities & Lobbying** reflect the costs of Addressing political issues, Contacting Congressional offices regarding Mail Handler issues, Lobbying members of Congress to co-sponsor/discuss legislation that may impact the NPMHU, laws, voter education, etc. (Note: No Local 300 funds are used to provide political campaign contributions).

Local 300 Membership Report

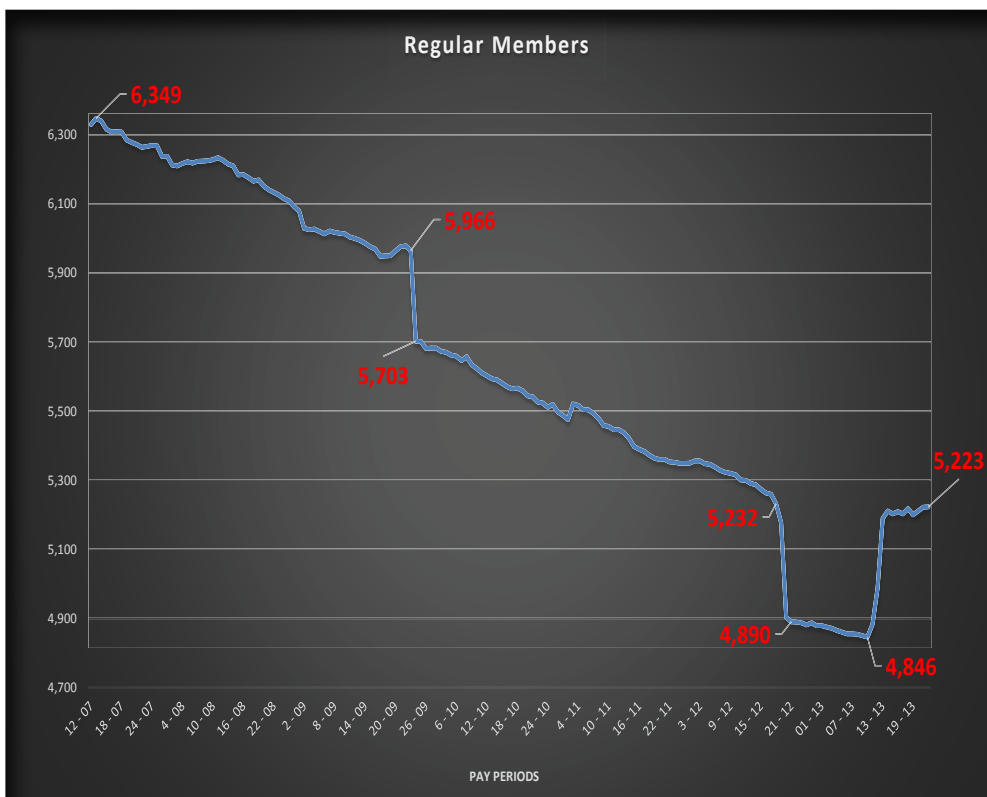
Since my last membership report, the amount of regular members has declined slightly. However, the percentage of overall membership continues to increase. **Local 300 membership is currently over 93%**, which is above the national NPMHU average of 88.8% and the highest membership ratio that Local 300 has ever experienced.

The Voluntary Early Retirement (VERA) incentive caused a rapid decline in the membership. In pay period 12 of 2012, over 300 dues paying regular

members accepted this incentive and retired from the Postal Service. As you can see from the membership chart, the downward trend continued until the Mail Handler Assistants (MHAs) were signed up in Local 300. The hiring and subsequent membership of MHAs have brought our membership numbers to basically equal the amount prior to the Mail Handler VERA in pay period 12 of 2012. The highest amount of Local 300 members since July 2007 was 6,349 which occurred in pay period 13-2007. As of pay period 22-2013, we have 5,223 total regular members.

Revenue from Associate Membership Dues has declined. Since my last report we have lost over 100 associate members. The primary cause of the decline is attributed to a VERA offered to Clerk Craft in pay period 5 of 2013. In addition, the secondary cause for decline in associate membership was due to normal rates of attrition. For your information, Associate Members are any Postal employee that is not in the Mail Handler craft, or any Federal Employee. Many Associates have sought membership in the Mail Handlers Union to participate in the many programs of the Mail Handlers Benefit Plan (MHBP).

Local 300 DCO Membership Totals



Local 300 Mail Handler News

We have been trying to produce a newsletter every six (6) months. Unfortunately, circumstances have prevented recent issues from being produced as frequently as desired. Nevertheless, Local 300 is committed to providing newsletters to you now and in the future. The editing, designing, and all the work that is put into each issue is a project that I will continue to enjoy, as I hope that you enjoy this finally finished product.

If you ever have any comments, suggestions or input regarding the newsletter, please feel free to contact me anytime at Local 300 headquarters.

New Contract

Finally, after lengthy negotiations and arbitration hearings, our National Agreement was finalized with the interest arbitration award from Arbitrator Fishgold. And finally, the Mail Handler craft will see their first wage increase in two (2) years. The contract restores the pattern of general wage increases and cost of living adjustments through the life of the contract until May 20, 2016.

This contract is literally a "new contract." There were major changes to Employee Classifications in Article 7 of the contract. The percentage of casuals was lowered by Arbitrator Fishgold, but changes were made to allow their year round use and lengthier term. Part-Time Flexibles (PTFs) were eliminated from all large installations and converted to Full-Time Regular employees. Currently Local 300 has only a small handful of PTFs left in the small associate offices.

A new category of employee was created called "Mail Handler Assistants". **MHAs are an integral important part of our bargaining unit.** They are non-career employees and they should not be considered supplemental. To partake in the career path of a Full-Time Regular Mail Handler, all new employees must first be hired as an MHA. They have basically assumed the place of PTFs. They earn annual leave in the same manner that PTFs earned annual leave. MHAs contractual benefits are less than PTFs, but they are and will be the future of the Mail Handler craft. It is important for all of us to remember that they are entitled to full rights of membership in Local 300, such as the right to be present at all membership meetings, voting in union elections, serving as shop stewards, etc.

The National Agreement contains two (2) different wage scales, one for career employees hired before February 15, 2013 (Table 1) and a new type of wage scale (referred to as Table 2) for career Mail Handler appointments after February 15, 2013. The starting salary for new career Mail Handlers is lower than in the past, however top step for new career Mail Handlers will reach the same amount as current top step Mail Handlers. Thankfully we do not have a "two-tier" wage system that many other unions have. The new career Mail Handlers will receive Cost Of Living Adjustments (COLAs), but the adjustments will be proportional to

their step. For example: a career Mail Handler hired after February 15, 2013 at top step (Step P) would receive 100% of the COLA, a career Mail Handler at the middle of the step progression (Step F) would receive 75% (a proportional amount) of the COLA, and a career Mail Handler hired after February 15, 2013 at starting salary at Step BB would receive 57.5% of the COLA.

Local 300 Website (www.local300npmhu.org)

Another one of my assigned duties is to maintain Local 300's website. Recently the website was total redesigned. The software that I was using was obsolete. The new design has proven to be more streamlined. There is much more information to be added in the future. The website has proven to be an effective tool to provide the membership with updated information as it develops. Check the webpage often.

The design, layout, and updating of the website is performed using Local 300's internal in-house resources. The expense for the website is only a few hundred dollars each year. When compared to other local union websites, this equates to a saving of thousands of dollars each year.

If you ever have any suggestions, ideas, or suggested improvements for the website, please don't hesitate to contact me



Arbitration Advocate & Grievances

Despite having the title of Treasurer, I also continue to remain active with grievance activity. Over the past few years, I have been an Arbitration Advocate for both Western Nassau and NY L&DC branches. In addition, I have been providing assistance with grievance activity across the Local 300 area.

Local Agreements

With a new national agreement, provisions allow for Local Agreements to be changed. The provisions regarding negotiations for local agreements can be found in Article 30 of the contract. Eight (8) local agreements were opened for negotiation. Some were fully resolved while some were not. Where the parties were in disagreement, only the proposed items were sent to impasse arbitration. Not the entire local agreement.

I was part of the Union's negotiation team for the Western Nassau Branch. Local management requested to open negotiations to strip the current rights of Mail Handlers, placing more restrictions. We were able to convince management to withdraw all of their proposals. We requested to gain rights for MHAs to be part of vacation planning and management refused. The Union is sending its proposals to impasse arbitration to make MHAs part of vacation planning.

Political Action Committee

Now, more than ever, Political Action is very important in these trying times. The Postal Service is in a constant state of change. Every member should

be writing to their elected representatives on Capitol Hill. Let them know that you are a member of the NPMHU and that you are a registered voter. You should also consider helping yourself by joining the Political Action Committee (PAC) for the NPMHU. The NPMHU PAC contributes to campaigns of candidates for and incumbents of Congress, who repeatedly demonstrate "concern for working people and for the aims and objectives of the NPMHU and the entire trade union movement," this is regardless of political party affiliation.

Contributing to the PAC is simple and easy. The easiest method for contributing is establishing a bi-weekly payroll deduction. You can set up a bi-weekly deduction from your Postal Paycheck on Postal Ease or on www.Liteblue.usps.gov If you need help joining the PAC, please feel free to contact me at Local 300 headquarters.

Due to federal regulations, we cannot use Union funds (dues money) for the PAC. The NPMHU PAC is funded solely from voluntary donations. These funds are disbursed to NPMHU labor friendly candidates (including Democrats, Republicans, Independents, etc.) to be used for their election campaigns. We need to keep NPMHU labor friendly candidates on Capitol Hill.

I wish you and your family Happy Holidays!!!

Kevin Tabarus - Treasurer

New York City Branch Meeting 5/16/13



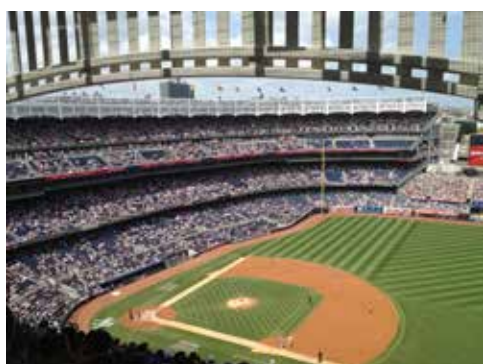
Meetings, Events, and Activities - Around LOCAL 300



JFK Branch Meeting 6/26/13



NYC Steward Meeting 9-12-13



NY Yankee Game 7/14/13



NY Mets Game 6/19/13



*(Pictured left)
Kevin Tabarus
Treasurer and
Stan Howard
ISC/JFK Branch
President at the
NALC "Call To
Action Rally"
in Huntington
Station, Long
Island*



Kilmer Branch Meeting 2/16/13



*NALC "Call To Action
Rally" NYC 3/24/13*



Stamford Branch Meeting 3/30/13



Welcome to Mail Handler Assistants (MHAs)!

by Wilfredo Delgado, NYC Branch President

Congratulations to our MHA sisters and brothers for coming into our Mail Handler craft. Together we will continue to grow our Union. Since the February 2013 Arbitration award covering the 2011 National Agreement, MHA hiring is over 5,400 nationwide.

Our members enjoy the benefits of organized labor. Those men and women who came before us, fought for: job protection, benefits, safe working conditions, increased wages, end of discrimination, etc... It is our responsibility to continue this fight on behalf of our MHAs. This is what a Union is; this is what a Union does!

MHAs have bargaining rights under our National Agreement, and additional rights are being fought for under the LMOUs (vacations, order of movement, etc...). MHAs will receive wage increases totaling 7% between now and November 2015. MHAs are entitled to night differential pay, and overtime pay.

Years ago there was a saying used by the Garment Workers Union, "Look for the Union label". That slogan signified Americans working an honest job; being paid a decent wage, and willing to fight for it.

Today, that saying is embedded into every Union member, by the actions and efforts to maintain our collective bargaining rights. We show that we are Union Strong by enforcing our contract every day.

Recently in NYC, food service



NYC Branch President Wilfredo Delgado at the NALC "Call To Action Rally" in NYC

workers are attempting to organize a union to improve their working conditions. Why? Because union workers earn higher wages and get more benefits than workers without union representation. We are fortunate that we have a Union, and able to fight to enforce our rights.

Future Mail Handler career hiring will come from the MHA ranks. You are the future of this great and proud Union. Last year our Union celebrated our 100th anniversary. The slogan used was "Honor the Past, Shape the Future", that destiny and future will be in your hands. We urge you to "Look for the Union Label" within yourselves by your actions. Stay informed and involved in your Union.

Union jobs are worth fighting for; Mail Handler jobs are worth fighting for.



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Recent Arbitration Decisions

The following awards and decisions were recently issued within the jurisdiction of Local 300. Local 300's arbitration advocates should once again be commended for their superlative performances.

**To All Local 300 Advocates:
CONGRATULATIONS AND THANKS
FOR A JOB WELL DONE. KEEP UP
THE GOOD WORK!**

1) Arbitrator Garry Wooters ruled that the USPS in Greenwich, CT violated the National Agreement when it assigned clerk craft employees to Mail Handler duty assignments. Regional Director Tom Ruther presented the grievance at arbitration.

2) Arbitrator Robert Tim Brown sustained Local 300's grievance regarding temperatures exceeding the required standards. Mid Island Branch President Robert Lussos was Local 300's arbitration advocate.

3) Arbitrator Sarah Cannon Holden ruled that the USPS in a Brooklyn Station violated the National Agreement when it assigned clerk craft employees to Mail Handler duty assignments. Brooklyn Branch President Yvette Johnson presented the grievance at arbitration.

4) Arbitrator Thomas Fritsch ruled that the USPS violated the National Agreement when it issued a removal to a Westchester Mail Handler for violation of a Last Chance Agreement (LCA). The Mail Handler was returned to work. Vice President Robert Blum represented Local 300.

5) Arbitrator Brown ruled that the Postal Service violated the National

Agreement when it issued a removal to a Mid Island Mail Handler for "Failure to Follow Instructions." The arbitrator ruled that the action was not progressive. Branch President Lussos represented Local 300.

6) Arbitrator Sherrie Rose Talmadge in two (2) separate awards involving the same incident ruled that NJ LDC management violated the National Agreement by issuing a Removal and Emergency Placement to one employee and an Emergency Placement to a second employee for allegedly engaging in a physical altercation. The arbitrator ruled that the first employee acted in self defense and that another co-worker was the aggressor. The arbitrator also rescinded the Emergency Placement issued to the second employee. The arbitrator awarded back pay. NJ State Executive Board Member Charles Price represented Local 300 at both of these arbitration hearings.

7) Arbitrator Talmadge sustained Local 300's grievance and ruled that the Postal Service violated the National Agreement when it issued a Letter of Warning to a Brooklyn Shop Steward for "Failure to Follow Instructions" while the steward was engaged in Union Business. The arbitrator ruled that the steward was in a "protected status" during the incident in question. Brooklyn Branch President Yvette Johnson was Local 300's arbitration advocate.

8) Arbitrator Brown ruled that the Postal Service violated the National Agreement when it issued a Notice of Removal to a NJI NDC Mail Handler for an alleged "violent and threatening behavior." The arbitrator reduced the penalty to a

30-Day Suspension. The arbitrator ruled that the Grievant's conduct was serious but fell short of actual violence. NJI NDC Branch President Tom Mullahey represented Local 300 and the Grievant at the hearings.

9) Arbitrator Holden ruled that the Postal Service violated the National Agreement by denying Light Duty to a JFK Mail Handler before convening that facility's Light Duty Committee as mandated by the LMOU. JFK Arbitration Advocate David Bernard represented Local 300.

10) Arbitrator Joseph Cannavo modified a Removal issued to a Morgan Mail Handler for alleged alcohol related infractions. The arbitrator cited mitigating circumstances such as the Grievant's participation in EAP. NYC Branch President Willie Delgado represented Local 300.

11) Arbitrator Wooters ruled that the Postal Service violated the National Agreement when it issued a Removal to a Brooklyn for "Assault on a Postal Supervisor." The arbitrator cited serious due process violations and awarded back Pay. Brooklyn Arbitration Advocate Mark Williams was Local 300's arbitration advocate.

12) Arbitrator Fritsch ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Mid Island Mail Handlers (Tour 1 and Tour 2) for the snow storm of December 27, 2010. Mid Island Branch President Robert Lussos represented Local 300.

Recent Arbitration Decisions

13) Arbitrator Brown ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Teterboro Mail Handlers (Tour 1 and Tour 2) for the snow storm of December 27, 2010. Vice President Robert Blum represented Local 300.

14) Arbitrator Brown ruled that the Postal Service violated the National Agreement by denying OT to a group of Brooklyn Mail Handlers because of the time of their end tour. Brooklyn Arbitration Advocate Mark Williams represented Local 300.

15) Arbitrator Brown ruled that the Postal Service violated the National Agreement by denying Union Time to a Mid Island Shop Steward without good cause and violated a local settlement agreement that placed specific limits on such denials. Branch President Robert Lussos represented Local 300.

16) Arbitrator Talmadge ruled that the Postal Service violated the National Agreement by issuing a Removal to a NJI NDC Mail Handler for attendance related infractions. The arbitrator stated that the action was not progressive in nature and reduced it to a 14-Day Suspension. NJI NDC Branch President Tom Mullahey was Local 300's arbitration advocate.

17) Arbitrator Talmadge modified a Removal issued to a NY LDC Mail Handler for attendance related infractions and violation of a Last Chance Agreement. The arbitrator cited mitigating circumstances. Treasurer Tabarus represented the Grievant and Local 300 at the hearing.

18) Arbitrator Talmadge ruled that the Postal Service violated the National Agreement by issuing a Removal to a NY LDC Mail Handler for alleged compensation fraud. The arbitrator cited an improper investigation by the OIG and postal supervisors. Local 300 Treasurer Kevin Tabarus was Local 300's arbitration advocate.

19) Arbitrator Fritsch ruled that the Postal Service violated the National Agreement by improperly reverting a bid assignment in Mid Hudson. Vice President Robert Blum was Local 300's arbitration advocate.

20) Arbitrator Talmadge rescinded a Removal issued to a Mid Island Mail Handler for an alleged off duty crime situation. The arbitrator cited the lack of "nexus" between the Grievant's off duty activity and any adverse effect on the work place. The arbitrator awarded full back pay. Branch President Robert Lussos was Local 300's arbitration advocate.

21) Arbitrator Brown ruled that the Postal Service violated the National Agreement by failing to post complete schedules for holidays including full names, start and end times and dates for all employees scheduled to work including casual employees. The arbitrator awarded 50% holiday premium pay for those scheduled to work on the holidays. Branch President Robert Lussos represented Local 300.

22) Arbitrator Amy Lynne Itzla, in an expedited award, ruled that the Postal Service violated the National Agreement when a DVD Mail Handler was improperly issued a Letter of Indebtedness. The arbitrator rescinded and waived the

indebtedness claim against the Mail Handler. DVD Arbitration Advocate Angelo Lovgren represented Local 300 in this arbitration

23) Arbitrator Frank Giordano, in an expedited award, modified a 7-Day Suspension issued to a Riverhead Mail Handler for "Unacceptable Conduct." The arbitrator found that the action was not progressive. Branch President Lussos advocated the grievance.

24) Arbitrator Linda Chin, in an expedited award, rescinded a 7-Day Suspension issued to a NJI NDC Mail Handler for attendance related infractions. The arbitrator cited the fact that the Grievant was not given a prior discussion. Branch President Mullahey represented Local 300 and the Grievant in this arbitration.

25) Arbitrator Chin, in another expedited award, ruled rescinded a Letter of Warning issued to a JFK Mail Handler for attendance related infractions. The arbitrator cited an improper PDI (Pre-Disciplinary Interview). JFK Branch President Stan Howard represented Local 300 at the hearing.

26) Arbitrator Brenda Strashun, in an expedited award, modified a 14-Day Suspension issued to a Mid Island Mail Handler for attendance related infractions. The arbitrator found that the action was "too harsh" for the number of absences listed on the discipline notice. Branch President Lussos advocated the grievance.

27) Arbitrator Brenda Strashun, in another expedited award, rescinded a 14-Day Suspension issued to a Mid Island Mail Handler for attendance

Recent Arbitration Decisions

related infractions. The arbitrator cited double jeopardy. Branch President Lussos advocated the grievance.

28) Arbitrator Strashun, in an expedited award, ruled that the Postal Service violated the National Agreement when a NJI NDC Mail Handler was improperly denied her work clothes allowance. NJI NDC Branch President Tom Mullahey represented Local 300 in this arbitration

29) Arbitrator Itzla, in another expedited award, rescinded a 7-Day

Suspension issued to a Mid Island Mail Handler for attendance related infractions. The arbitrator found that the absences were FMLA protected. Branch President Yvette Johnson advocated the grievance.

30) Arbitrator Brenda Strashun, in an expedited award, modified a 7-Day Suspension issued to a Brooklyn Mail Handler for allegedly making improper remarks to another Mail Handler. The arbitrator found that the action was "too harsh" for the infraction. Branch President Lussos advocated the grievance.

31) Arbitrator Strashun, in another expedited award, ruled that the Postal Service violated the National Agreement when a DVD Mail Handler was improperly issued a 14-Day Suspension for attendance related infractions. The arbitrator modified the suspension to 7 days and DVD Arbitration Advocate Angelo Lovgren represented Local 300 in this arbitration

Paul Hogrogian
President/Local 300/NPMHU

Table Three
Mail Handlers (RSC M) Schedule
Night Shift Differential Hourly Rates
Effective February 15, 2013

RSC M1 (NPMHU)

Full-Time Employees																	
GRADE	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
4	\$0.90	\$1.02	\$1.22	\$1.31	\$1.45	\$1.46	\$1.48	\$1.49	\$1.50	\$1.51	\$1.52	\$1.53	\$1.54	\$1.55	\$1.56	\$1.58	\$1.59
5	\$0.95	\$1.07	\$1.29	\$1.39	\$1.48	\$1.49	\$1.50	\$1.52	\$1.53	\$1.54	\$1.55	\$1.56	\$1.58	\$1.59	\$1.60	\$1.61	\$1.62
6		\$1.13	\$1.36	\$1.41	\$1.51	\$1.52	\$1.54	\$1.55	\$1.56	\$1.57	\$1.59	\$1.60	\$1.61	\$1.63	\$1.64	\$1.65	\$1.66
7		\$1.15	\$1.39	\$1.44	\$1.54	\$1.56	\$1.57	\$1.58	\$1.60	\$1.61	\$1.63	\$1.64	\$1.65	\$1.67	\$1.68	\$1.70	\$1.71
Part-Time Flexible Employees																	
4	\$0.92	\$1.05	\$1.26	\$1.36	\$1.50	\$1.52	\$1.53	\$1.54	\$1.55	\$1.56	\$1.57	\$1.59	\$1.60	\$1.61	\$1.62	\$1.63	\$1.64
5	\$0.98	\$1.11	\$1.34	\$1.44	\$1.53	\$1.55	\$1.56	\$1.57	\$1.58	\$1.60	\$1.61	\$1.62	\$1.63	\$1.65	\$1.66	\$1.67	\$1.68
6		\$1.17	\$1.41	\$1.46	\$1.56	\$1.58	\$1.59	\$1.60	\$1.62	\$1.63	\$1.65	\$1.66	\$1.67	\$1.69	\$1.70	\$1.71	\$1.72
7		\$1.19	\$1.44	\$1.49	\$1.60	\$1.61	\$1.63	\$1.64	\$1.66	\$1.67	\$1.68	\$1.70	\$1.71	\$1.73	\$1.74	\$1.76	\$1.77
Part-Time Regular Employees																	
4	\$0.90	\$1.02	\$1.22	\$1.31	\$1.45	\$1.46	\$1.48	\$1.49	\$1.50	\$1.51	\$1.52	\$1.53	\$1.54	\$1.55	\$1.56	\$1.58	\$1.59
5	\$0.95	\$1.07	\$1.29	\$1.39	\$1.48	\$1.49	\$1.50	\$1.52	\$1.53	\$1.54	\$1.55	\$1.56	\$1.58	\$1.59	\$1.60	\$1.61	\$1.62
6		\$1.13	\$1.36	\$1.41	\$1.51	\$1.52	\$1.54	\$1.55	\$1.56	\$1.57	\$1.59	\$1.60	\$1.61	\$1.63	\$1.64	\$1.65	\$1.66
7		\$1.15	\$1.39	\$1.44	\$1.54	\$1.56	\$1.57	\$1.58	\$1.60	\$1.61	\$1.63	\$1.64	\$1.65	\$1.67	\$1.68	\$1.70	\$1.71

Mail Handlers Schedule	
Mail Handler Assistant (MHA)	
Night Differential Hourly Rates	
Effective February 15, 2013	
RSC M4 (NPMHU)	
MH Grade	
4	\$0.90
5	\$0.95

Basic Shop Steward Training - February 2013



Local 300 presented a **Basic Shop Steward Training Program** on February 13 & 14, 2013 given by National Shop Steward Trainer Sam D'Ambrosio and Local 300 President Paul Hogrogian.

The following stewards participated in the program:

- | | |
|---------------------|----------------|
| 1. Vanessa McDaniel | NJ LDC |
| 2. Norma Jones | NJ LDC |
| 3. Shirley Person | NJ LDC |
| 4. John Drissel | Western Nassau |
| 5. Staller, Richard | NYC/Morgan |
| 6. Wong, David | NYC/Morgan |
| 7. Tolbert, Gail | NYC/Morgan |
| 8. Scales, Collette | NJI NDC |
| 9. Alan Sacks | NY LDC |
| 10. Jellinek, Larry | Teterboro |
| 11. Diaz, Larisa | Brooklyn |

The following officers also participated:

Vice President Robert Blum
 Treasurer Kevin Tabarus
 NE Area Regional Director Tom Ruther
 NYC Branch President Willie Delgado
 NJI NDC Branch President Tom Mullahey



Mail Handler Wage Rates -- Effective November 16, 2013 (PP25-2013)
Table 1 - Applicable to Career Appointments Prior to February 15, 2013

Grade 4						Grade 5					
<u>Weeks in</u>						<u>Weeks in</u>					
<u>Step</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-Weekly</u>	<u>Hourly</u>	<u>Overtime</u>	<u>Step</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-Weekly</u>	<u>Hourly</u>	<u>Overtime</u>
88	AA	\$33,303	\$1,281	\$16.01	\$24.02	88	AA	\$34,864	\$1,341	\$16.76	\$25.14
88	A	\$37,720	\$1,451	\$18.13	\$27.20	88	A	\$39,284	\$1,511	\$18.89	\$28.33
88	B	\$43,273	\$1,664	\$20.80	\$31.21	88	B	\$45,217	\$1,739	\$21.74	\$32.61
44	C	\$45,900	\$1,765	\$22.07	\$33.10	44	C	\$47,914	\$1,843	\$23.04	\$34.55
44	D	\$49,764	\$1,914	\$23.93	\$35.89	44	D	\$50,523	\$1,943	\$24.29	\$36.43
44	E	\$50,073	\$1,926	\$24.07	\$36.11	44	E	\$50,861	\$1,956	\$24.45	\$36.68
44	F	\$50,392	\$1,938	\$24.23	\$36.34	44	F	\$51,203	\$1,969	\$24.62	\$36.93
44	G	\$50,699	\$1,950	\$24.37	\$36.56	44	G	\$51,531	\$1,982	\$24.77	\$37.16
44	H	\$51,016	\$1,962	\$24.53	\$36.79	44	H	\$51,872	\$1,995	\$24.94	\$37.41
44	I	\$51,327	\$1,974	\$24.68	\$37.01	44	I	\$52,213	\$2,008	\$25.10	\$37.65
34	J	\$51,647	\$1,986	\$24.83	\$37.25	34	J	\$52,548	\$2,021	\$25.26	\$37.90
34	K	\$51,955	\$1,998	\$24.98	\$37.47	34	K	\$52,883	\$2,034	\$25.42	\$38.14
26	L	\$52,272	\$2,010	\$25.13	\$37.70	26	L	\$53,217	\$2,047	\$25.59	\$38.38
26	M	\$52,584	\$2,022	\$25.28	\$37.92	26	M	\$53,559	\$2,060	\$25.75	\$38.62
24	N	\$52,897	\$2,035	\$25.43	\$38.15	24	N	\$53,898	\$2,073	\$25.91	\$38.87
24	O	\$53,208	\$2,046	\$25.58	\$38.37	24	O	\$54,230	\$2,086	\$26.07	\$39.11
	P	\$53,524	\$2,059	\$25.73	\$38.60		P	\$54,567	\$2,099	\$26.23	\$39.35

Mail Handler Assistant (MHA) Hourly Wage Rates -- Effective November 16, 2013 (PP25-2013)

MHA Grade 4 \$14.03
MHA Grade 5 \$14.79

National Postal Mail Handlers Union
Local 300, AFL-CIO
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