

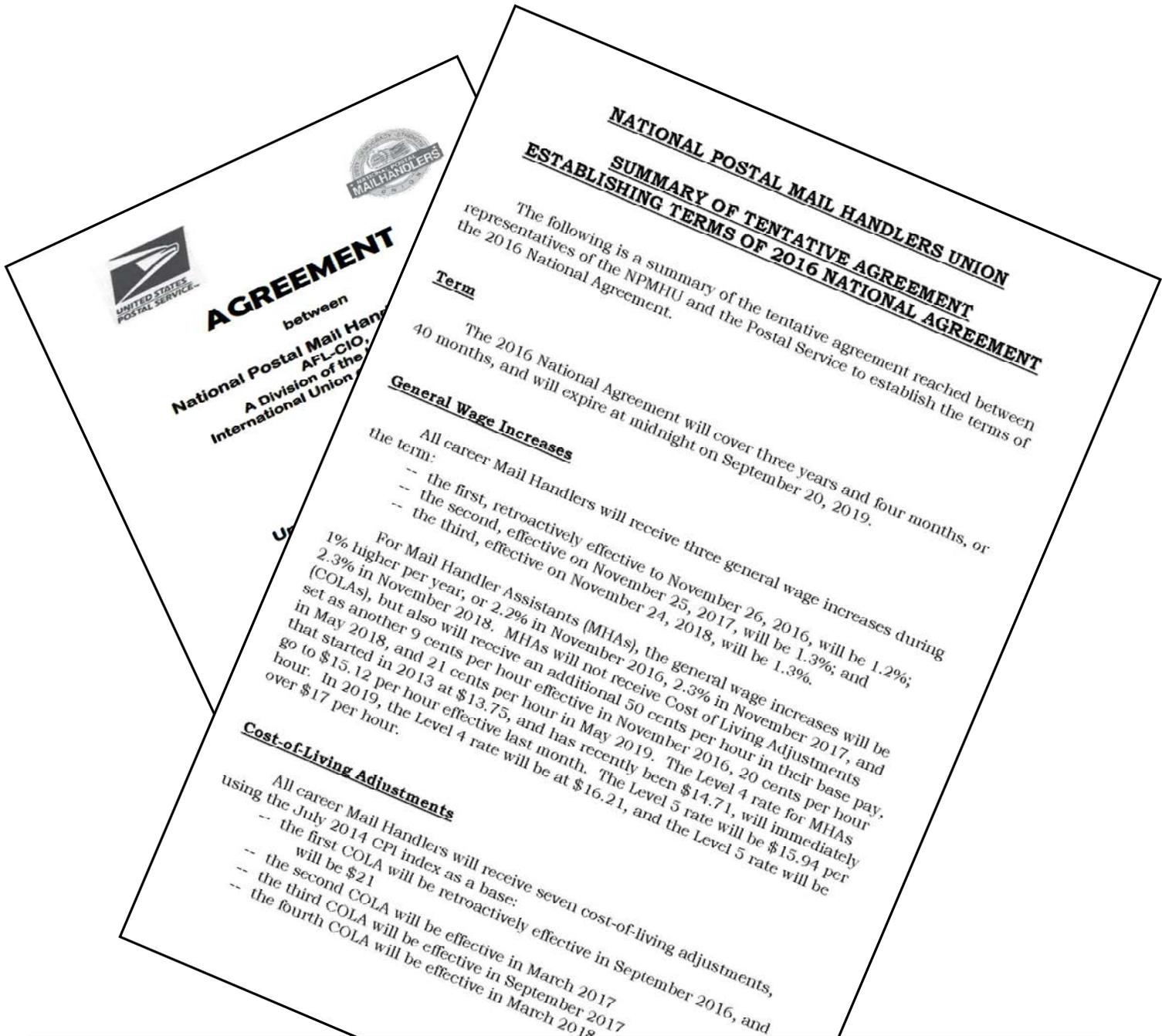


Local 300

Mail Handler News

National Postal Mail Handlers Union, AFL-CIO

Winter
2017



**New Tentative National Agreement
sent to the membership for ratification.**

LOCAL 300 UNION DIRECTORY

LOCAL 300 Headquarters

111 John Street, Suite 710
New York, NY 10038
Voice (212) 431-0040
Fax (212) 941-6499
Webpage www.local300npmhu.org

Ray Bermudez

EDITOR

Local 300 Newsletter

LOCAL 300 EXECUTIVE BOARD

Kevin Tabarus, President

Email: kevin.tabarus@local300npmhu.org

Yvette Johnson, Vice President

Email: m.y.johnson@local300npmhu.org

Wilfredo Delgado, Treasurer

Email: wilfredo.delgado@local300npmhu.org

R Bermudez, Recording Secretary

Email: raybermudez@hotmail.com

Charles Price, NJ State Exec. Bd.

Email: charlespnj@aol.com

Stan Howard, NY State Exec Bd

Email: stan.howard@local300npmhu.org

Don Utz, CT State Exec Bd

Email: don.utz@local300npmhu.org

LOCAL 300 UNION COUNCIL BRANCH PRESIDENTS

Brooklyn Branch, Yvette Johnson

Brooklyn P&DC, 1050 Forbell St.

Brooklyn, NY 11256-9998

Voice (718) 348-3802, fax (718) 348-5447

Email: m.y.johnson@local300npmhu.org

DVD Branch, Ray Bermudez

DVD P&DC, 850 Newark Turnpike

Kearny, NJ 07099-9998

Voice (201) 991-8180, fax (201) 991-6884

Email: raybermudez@hotmail.com

Flushing Branch, Trevor Stuart

Queens P&DC, 142-02 20th Ave.

Whitestone, NY 11351-9998

Voice and fax (718) 886-6894

Email: flu300@verizon.net

Mid Island Branch, Bob Lussos

Mid-Island P&DC, 160 Duryea Rd.

Melville, NY 11747-8000

(631) 755-2644 and fax (631) 756-4701

Email: rob@lussos.com

Webpage: www.local300mhu.com

ISC-JFK Branch, Lucy Lombardo

USPS ISC-JFK, Building 250

Jamaica, NY 11430-9998

Voice (718) 553-7127, fax (718) 553-9230

Email: isc_jfk.local300@aol.com

Mid-Hudson Branch, James Perkins

Mid-Hudson P&DC, PO Box 10066

Newburgh, NY 12552-0066

(845) 567-2244 and fax (845) 567-1335

Email: jimperkins55@earthlink.net

NJ & NDC Branch, Terry Flynn

NJ NDC, 80 County Road

Jersey City, NJ 07097-9998

Voice (201) 653-1767, fax (201) 653-2254

Email: terryflynn61@yahoo.com

Greater Newark P&DC Branch,

Alex Frazier

1200 Harrison Ave.

Kearny, NJ 07032-5931

Voice (201) 246-2059, fax (201) 246-8744

Email: ajfrazier19@aol.com

New York City Branch, Irene Delgado

irene.delgado@local300npmhu.org

Morgan P&DC, 341 9th Ave.

New York, NY 10199-9998

(212) 330-3028, fax (212) 736-2357

Bethpage P&DC Branch, Dawn Licata

288 Grumman Rd. West

Bethpage, NY 11714-3566

Voice (516) 349-5093,

fax (516) 349-2834

Email: l300beth1@verizon.net

Stamford Branch, Ron Sodaro

427 West Ave., Stamford, CT. 06910-9998

Voice (203) 326-2068,

fax (203) 323-5315

Email: rsodaro@yahoo.com

Teterboro, Ricardo Gonzales

NNJ Metro P&DC, 200 Industrial Ave.

Teterboro, NJ 07699

Voice (201) 727-0205, fax (201) 727-0206

Email: Grgonzales5@aol.com

Westchester Branch, Tony York

Westchester P&DC,

1000 Westchester Ave.

White Plains, NY 10610-9998

Voice (914) 697-4190,

fax (914) 697-4109

Email: tyorkster65@aol.com

Western Nassau Branch, Peter Bilotta

Western Nassau P&DC, 830 Stewart Ave.

Garden City, NY 11599-9998

Voice (516) 228-7683, fax (516) 832-2911

Email: pbilottalocal300@gmail.com

SMALLER BRANCHES

Bronx Branch -Andre Spence,
Chief Steward

829 Soundview Ave., Bronx, NY 10473

Tel. (718) 823-4013 Fax 718-319-1457

Email: l300spence@aol.com

L.I.C. - Rosa Walker, Chief Steward

USPS, LIC, 46-02 21st St.

Long Island City, NY 11101-9998

Tel. (718) 349-4617

Staten Island - Lou Ditore,
Chief Steward

USPS, 550 Manor Rd., Staten Island, NY
10314-9998

Monsey - William Rosemond,
Chief Steward

15 Melnick Dr., Monsey, NY 10952-9998

Tel. (845) 352-7200



President's Report

By Kevin Tabarus

There have been many issues that arose over the last six (6) months. Here are some updates on what has been going on around Local 300.

Tentative 2016 National Agreement

The NPMHU and the USPS have arrived at a tentative agreement. This contract is pending ratification from the membership. It provides guaranteed wage increases, major improvements to MHAs (holiday pay, wage increases, etc.), with many other work rule improvements for all Mail Handlers. All members should have received their ballot and summary of the 2016 tentative contract.

Stamford Repurposing

It has been almost a year since the Postal Service cancelled its planned consolidations of many installations. The Stamford P&DC was listed to be consolidated into Westchester. Now, the facility has been repurposed. Stamford is now considered a "Parcel Processing Center" (PPC). Two (2) new parcel sorting machines have been installed. These machines are called Small Parcel Sorting System (SPSS). The SPSS is designed to accommodate smaller parcels (such as IPPs, SPRs, etc.) not weighing more than 20 pounds. This is a remarkable turnaround for Stamford. Mail Handler staffing has increased within the installation. Many Mail Handler Assistants (MHAs) have been converted to Full-Time Regular. Many additional duty assignments were created.

The NE Area level of the USPS has indicated that due to the double-digit parcel growth each year, parcels have been sent to as far away as Pennsylvania to be processed. They are looking to keep this parcel processing within the NE Area.

Flushing

The Queens P&DC was also originally on the list of 82 plants to be consolidated. Some mail processing operations have moved to Brooklyn, but no excessing of Mail Handlers out of the installation has occurred. Flushing lost operations, but gained parcel mail volume. Flushing received two (2) SPSS machines. It was initially proposed to deploy two (2) more additional SPSS machines at Flushing. The additional deployment of SPSS machines was diverted to Stamford.

The NE Area level of the USPS has intentions to utilize Flushing to its full capacity. Additional mail processing equipment is desired to be deployed in the future in the Flushing Branch.

ISC-JFK

The USPS has indicated (for years if not decades) its intent to move mail processing operations out of JFK. The USPS lease with Port Authority in JFK is set to expire in 2018. According to the USPS NE Area, this is the most expensive installation lease in the country. We will be closely monitoring this situation, ensuring that any inconvenience is kept to a minimum for our members. Mail volume of parcels and "ePacket" mail has continued to increase each year. Inbound international parcels are sent from JFK to outside the NYC Metro Area for processing. When Local 300 is notified of any official plans that would impact the installation, the appropriate Union officials will be notified and the membership will be kept informed.

In the early spring of 2015, Local 300 discovered that operations were being ILLEGALLY subcontracted to Cargo Airline Services (CAS). This was without advance notification from local management. Mail was discretely being loaded in USPS Trailers by these airline (ground handling) employees. The Union

immediately filed a grievance upon discovery. The operation then ceased.

Local 300 Requested Information to properly process the grievance. The USPS was reluctant to provide the information requested. Charges were filed with the National Labor Relations Board (NLRB) against the USPS. The grievance was recently arbitrated. Vice President Yvette Johnson was the Union's Arbitration Advocate, Branch President Lucy Lombardo and myself provided testimony.

Arbitrator Giordano sustained the grievance. Indicating that, "...the USPS violated the Collective Bargaining Agreement by the improper use of (CAS) employees to load Postal vehicles and therefore perform Mail Handler craft work." The arbitrator awarded that Mail Handlers affected by the Postal Service's inappropriate use of CAS employees shall be compensated at the overtime rate. The amount of the remedy to be paid to the affected Mail Handlers at the ISC-JFK is pending at this time. Great work by Yvette Johnson, Lucy Lombardo, the stewards and the membership of the ISC-JFK Branch.

In August of 2015, the USPS officially notified the NPMHU of its intent for a "Peak Pilot" Program, for acceptance/handling of inbound ePacket (International) volume at JFK. The Postal Service submitted a "Memo of Due Consideration" for subcontracting. The subcontracted terminal handling was similar to the work being performed in the early spring by CAS employees. This issue has been referred to national level arbitration.

In May of 2016, the Postal Service notified the Union of their intent to extend the "Peak Pilot" subcontracting program. This notification included the "dumping" and prepping of ePacket mail. Local 300 filed another grievance on this extension notice too. This issue is pending an arbitration hearing.

Bethpage

On November 29, 2016, the Union received notification of the Postal Service's intent to subcontract out Terminal Handling Services (THS) at the Bethpage Branch. The USPS stated in this

notice that the work would be contracted out within two (2) weeks. The Union has filed a grievance and is closely working with the National Office Contract Administration Department.

The USPS claims that there will be 'no significant impact to the Mail Handler craft.' The NPMHU strongly disagrees! If this operation is sub-contracted, there will be a loss of approximately forty-eight (48) Mail Handler positions and over 100,000 Mail Handler work hours a year.

Local 300 has requested information necessary to properly protest this improper subcontracting. Again, the USPS has not supplied all the requested information. And yet again, Local 300 had to file charges against the USPS with the NLRB. The issue is pending in the grievance procedure.

Training

Local 300 has continued and expanded its aggressive training programs. More stewards & branch presidents are being trained than ever before. Most of the training occurs at Local 300 HQ, which has been redesigned to accommodate more trainees.

In July 2016, National Steward Trainers Tim Dwyer & John Gibson came to Local 300 providing Shop Steward Training. The two (2) day training was intensive, providing many of the basic tools and knowledge for our stewards.

We also had two (2) sessions of FMLA Training in July and October of 2016. Again, the training was given by National Steward Trainers Tim Dwyer & John Gibson. Branch Presidents and stewards from all over Local 300 were instructed on FMLA and leave regulations.

In January of 2017, we had two (2) sessions of LMOU (Local Memorandum Of Understanding) Training. Each branch has their own LMOU for their installation. With a new tentative contract on the horizon, this training comes at a great time. With a new contract, Local Negotiations (as indicated in Article 30 of the National Agreement) will begin this spring. Each branch was offered to bring their

Local Negotiation Team to the training at Local 300 Headquarters.

Finances

Local 300 continues to have financial growth. A large part of our expenditures are for direct representational activities, providing quality representation to our members. Solid fiscal growth, shall ensure that Local 300 will be able to function while we face the major problems that lie ahead.

The recent elections have resulted with a Republican controlled Senate, House of Representatives and White House. Many of the recently elected officials are not labor friendly. The new President made thousands of appointments to his cabinet and various agency heads (OWCP, DOL, etc). The future does not look bright. Thankfully, we have financial reserves ready for this fight. Many attack plans against organized labor are starting to develop. These will be extremely trying times for the working class and organized labor.

Local 300 is committed to continuing our customary and reasonable expense policies. 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. Last year, more funds were allocated for training and member social activities than before.

Grievance-Arbitration Process

I am extremely pleased to report to you of our recent advances with scheduling grievances to arbitration. Local 300 has lowered the time for cases to be scheduled for arbitration hearings.

Basically, there are three (3) steps in the grievance procedure: Step 1 (immediate supervisor/installation level), Step 2 (district level), Step 3 (regional/area level). If a grievance is not resolved throughout these steps, it is appealed and scheduled for an arbitration hearing. As per the contract, cases are to be heard at an arbitration hearing within 120 days from when appealed to arbitration. Lately, cases are heard at arbitration on average, within about 60 days from

when appealed.

As soon as a grievance is denied at Step 3 and appealed to arbitration, I look for an opening in the arbitration schedule. This has resulted in a quicker grievance process and reduced grievance backlog. This could not be accomplished without the hard work and dedication of the Branch Presidents, Arbitration Advocates, and Stewards of Local 300.

Social and Recreational Activities

Local 300 has continued to subsidize several events for our members. In 2016 we expanded our social activities. The expenses for these events were higher than previous years, but enjoyed by all in attendance. Early in 2016 members attended a Brooklyn Nets game and a New York Yankees game. Since the last issue of this newsletter, hundreds of members also attended, a WNBA NY Liberty Game at MSG, we had a large trip to Six Flags Great Adventure, we also had our annual Mets Game at Citifield, and hundreds of members saw the NY Jets at MetLife Stadium. These events give us the well-deserved rest and recreation away from our daily complications. I hope you and your family (guests) attend some of these events.

Local 300 participated in the 2016 NYC Labor Day parade. Each year the number of marchers we have continues to grow. Travel expenses were reimbursed for all whom attended. Each marcher was given a Local 300 Labor Day Parade T-Shirt, food and refreshments were provided. Please try to attend the 2017 Labor Day Parade.

Women's Committee

ISC-JFK Branch President Lucy Lombardo is the Chairperson of Local 300's Women's Committee. Lucy has been doing an excellent job. The committee has recently produced several informative newsletters. In addition, observed and recognized women's history month. The Committee works on several projects that are beneficial to not only our women of Local 300, but the entire membership. Stewards from several branches are on the committee: Michelle Sadler (NJI-NDC), Atika Muhammad (Brooklyn) and Shirley Ramos (NYC).

Several Positive Changes at Local 300

New Recording Secretary / Ray Bermudez – Ray is also the Branch President of DVD (Kearny, NJ) a position he has held for several terms. Ray brings his years of experience and intelligence to Local 300 HQ. Ray has been doing an excellent job as Local 300's OWCP Specialist. He is normally at Local 300 HQ every Thursday for OWCP (Injury Compensation) issues. Ray is also the editor for this newsletter and the Local 300 website www.local300npmhu.org Ray has been an elected delegate for Local 300 at several NPMHU and LiUNA Conventions.

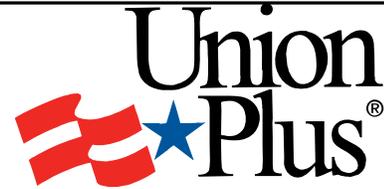
New Vice President / Marcenia Yvette Johnson – Yvette is also the Branch President of Brooklyn, a position she has held for several terms. Yvette was also the New York State Executive Board Member for Local 300, a position she recently resigned from. Yvette has proven to be an excellent arbitration advocate. Her contractual knowledge will be an asset to Local 300 Headquarters. Yvette has been an elected delegate for Local 300 at several NPMHU and LiUNA Conventions.

New NYSEBM / Stan Howard – Stan was the Branch President for ISC-JFK for several terms. He had transferred to Western Nassau where he is a shop steward. Stan has been an elected delegate for Local 300 at several NPMHU and LiUNA Conventions. Stan has also been a delegate representing Local 300 at AFL-CIO NYC CLC. Currently he is a delegate to the Long Island Federation of Labor, AFL-CIO.

Local 300 Going Digital – we have been archiving and securely storing essential documents digitally. The process will continue to enhance our research and resource information database. This will also reduce our 'footprint' of our paper documents.

Should you have any questions, feel free to contact Local 300 headquarters

Kevin Tabarus
President
NPMHU Local 300



Your home financing resource

The **Union Plus**[®] Mortgage program provides:

- Exclusive benefits for union families
- Access to knowledgeable mortgage professionals
- Wide range of financing options from Wells Fargo Home Mortgage

Call today!
1-800-848-6466

Or visit
UnionPlus.org/Mortgage



Union Plus[®] is a registered trademark of Union Privilege.

Wells Fargo Home Mortgage is a division of Wells Fargo Bank, N.A. © 2013 Wells Fargo Bank, N.A. NMLSR ID 399801





Vice President's Report

by Marcenia Yvette Johnson

The USPS and the STAPLES DEAL is OVER!!!

On January 5, 2017 Postal Management informed the APWU that the approved shipper program in Staples stores will be shut down by the end of February 2017. This has been a long 3 year struggle by the APWU and other Unions such as the NPMHU who supported them in their boycott efforts.

For the ones of you who do not know, the Staples pilot was an acceleration in the privatization of retail services and a direct attack on Union jobs. The boycott began with "The STOP STALES CAMPAIGN" in April 2014. Members of the NPMHU and APWU staged a country wide "National Day of Action." Worker community confidence and combativeness has been boosted and will be sorely needed in confronting the Postal Service. We will be prepared to confront any other opponents who would threaten to eliminate good union jobs. The entire Labor movement showed great solidarity with the APWU and most importantly showed the Postal Service Management that no matter how long it may take us in the Battle.....LABOR WILL WIN THE WAR!!!!

TPP

The Trans Pacific Partnership is officially dead!!! It was killed because workers stood up and fought back. Labor Unions came together to fight the trade deal designed to benefit the multinational corporations and big banks at the expense of workers everywhere. The free trade agreement was among 12 countries along the Pacific Rim including Canada, Japan and Vietnam and was intended to reduce restrictions on trade. The deal was aimed at helping multinational corporations outsource even more jobs to low wage countries. If passed it would have enabled the Postal Service to eliminate postal jobs and lower wages. Several other articles within the deal would have specifically targeted the Postal Service and its operations.

FEHBP

During the months of November and December 2016 career Mailhandlers were allowed to make changes to their Health Insurance coverage through the FEHP. MHA's are also eligible for health insurance under the USPS Non-Career Health Benefits Plan. The open season dates were the same as for FEHB and the effective date of coverage is also the same as the FEHB. Any newly hired MHA will be able to elect USPS Non-Career Employee Health Benefits Plan coverage within 90 days of their hiring date.

Flexible Spending Account

This will allow career employees to set aside a portion of their Pre-tax earnings for certain types of out of pocket health care expenses and dependent care expenses that may be incurred during the year.

R.I.-399, LDRC

In efforts to resolve "Jurisdictional Disputes" concerning craft jurisdiction between the Mail Handlers and the Clerks, the two parties along with the Postal Service created a Memorandum of Understanding for Regional Instruction 399 otherwise known as the (R.I.-399). This agreement was entered upon by the parties as a clear guideline for challenging jurisdictional work assignments. The disputes for craft jurisdictions can only be between Mail Handlers and Clerks. A dispute may be initiated by either Union.

Dispute Resolution Committees are established at the Local, Regional and National levels. Committees are usually composed of one (1) representative from each of the three parties but technical assistance may also be granted as long as prior notice is given to all parties.

Local 300 has successfully completed an updated version of the Regional Inventory in the following

facilities: Western Nassau, and in the Brooklyn P&DC. We are currently working on updating the Inventories at NYL&DC and Flushing P&DC. It is our hope to have this completed within the next couple of weeks so that we can move on to some of our more complicated facilities such as Morgan P&DC and Mid Island P&DC. In addition to this, we have met with the Postal Service and our APWU counterparts at the LDRC to clarify craft jurisdiction for the (2) two new SPSS machines at the Stamford P&DC.

Lastly, on October 27, 2016 President Tabarus and I joined NYC Branch President, Irene Delgado for an on sight visit to the FDR Station. This was because in the early part of the year Management had installed a new machine there called the (ADUS) Automated Delivery Unit Sorter and the Postal Service wanted to extend the pilot testing for this machine. The machine is designed for the carrier stations to improve on the way that parcels are sorted and reduce downtime for the carriers. The machine is similar to the APPS machines that are in some of our larger branches but the stark difference is that if the address cannot be read by the ADUS machine then the PSE's use a finger scanner and the address appears on a large monitor which will allow the PSE to throw it off into the correct carrier route. This does not require any specialized training nor any scheme knowledge. Once we are officially notified that the pilot testing has ended we will call for an official LDRC meeting and make the necessary arguments to retain this work for the Mail Handlers at the station.

NPMHU PAC FUND

As stated in previous newsletters the Union needs the help of the membership to assist us in the battle for Postal Reform. The election is now over and we have a new President and the Republicans retain control over Congress. For as little as a dollar a pay check, you can help us with the struggle to fight the battles in the political arena as it pertains to protecting our jobs and benefits as postal employees.

We are scheduled to go back to Capitol Hill in May 2017, for the Legislative Conference, to make our voices heard once again concerning Postal Reform and we will require the assistance of Representatives from all parties that will support our cause.

We cannot ask for the support of our allies with the use of union dues this is why we request your support through the NPMHU PAC Fund. Please consider contributing to the PAC fund so we can continue to have our voices heard on Capitol Hill.

UNION STRONG

Fraternally,
Marcenia Y. Johnson
VP, Local 300



**Here's one more thing
Union families can share.**

Plan ahead with a mortgage from Union Plus. The Union Plus Mortgage program is one of some 25 benefits available to help union members. The program is exclusively for union members, their parents and children. With Union Plus, a mortgage is more than a monthly payment. It's long-term protection for everything your home means to you.



Learn more at UnionPlus.org

FSMT-03-07-16

Medicare: Past, Present, Future?

by Marcenia Yvette Johnson Vice President

Currently there are at least 57 Million Americans that rely on Medicare for affordable health care. It works wonders for millions of American families by providing affordable access to today's most advanced health care. But the question that remains is will Medicare continue to work for us and for generations to come?

Since its creation in 1965 Medicare has been a "defined benefit" program guaranteeing a certain level of health coverage. It pays about 80% of cost associated with doctor and hospital visits. Beneficiaries are responsible for paying monthly premiums, co payments and annual deductibles

In 1997 a private insurance option was added allowing recipients to choose an HMO style plan instead of fee for service called Medicare Advantage.

In 2003 the program expanded by adding a prescription drug plan that beneficiaries can use called Medicare Part D.

By 2006 Medicare Part D was in full effect and enrolled recipients began receiving subsidized prescription drug coverage.

While Congress is looking to repeal the Affordable Care Act this will have a chilling effect on and possibly erase the consumer-friendly Medicare benefits that the law has created.

A full repeal of the Affordable Care Act would eliminate Medicare benefits created by the Affordable Care Act.

Among other things, the Affordable Care Act improved Medicare's financial outlook by slowing

the growth of spending and clamped down on fraud waste and excessive payments.

It also enabled millions of American's beneficiaries to get free preventive services such as flu shots and screenings for cancer and diabetes. Between 2010 and 2015 nearly 11 million Medicare beneficiaries saved 20.8 billion on prescription drugs. The "donut hole" as it is known will close the gradual coverage gap to make prescription drugs more affordable. For some seniors Medicare affords them the opportunity to to cover their prescription drugs, doctor visits, and hospitalization.

Looking towards the future, Medicare can pay full hospital benefits for beneficiaries through 2028. Beyond that, there will be challenges largely caused by a growing older population and skyrocketing health costs. With some of the proposed changes to Medicare an older recipient would have to shoulder more of the cost.

Current benefits are set in law for today's beneficiaries but Congress can revise the law at any time to change the benefit's guarantee, raise the age of eligibility, and require higher cost sharing. Medicare is the bedrock of health security for all Americans as they age. It keeps older people out of poverty and enables them to live with independence and dignity. Medicare coverage is a benefit that millions of Americans count on every day and should not be reduced or taken away.

As Americans we should all join the fight to ensure that all Americans continue to receive the health care they have earned, they need, and they deserve.



Treasurer's Report

by Wilfredo Delgado

What lies ahead in Washington, DC? Time will tell. As a result of the Presidential election, and the upcoming appointments of officials at the head of Federal agencies, that will have an impact on Unions and workers across our nation, there are serious concerns of the direction this new administration will take.

Will the direction be to pass anti-labor legislation and attack working men and women? Unfortunately, the right-wing mind set has been to push an anti-union, anti-worker agenda. They have attacked workers by proposing legislation that reduces worker's rights, defined pensions, and union representation. The rush to blame workers for the economic problems faced by government and private businesses, is baseless and a cop out!

The test of time has shown that organized labor (working men and women), when confronted by anti-worker attacks, are ready to fight back to defend the hard-fought gains achieved by the blood, sweat and tears of those that came before us. We must continue to protect our wages, rights, benefits and jobs. We are not going to stand aside and do nothing. Let's roll up our sleeves and get ready to fight for jobs, dignity and respect. If we stand shoulder to shoulder, and dig in our heels we can accomplish great things for the working class.

For those that are hesitant and un-willing to stand up for their rights, can reflect and take counsel from the words of the famous anti-nazi Pastor Martin Niemoller: "First they came for the communists, and I did not speak out -because I was not a communist; Then they came for the socialists, and I did not speak out – because I was not a socialist; Then they came for the trade unionists, and I did not speak out – because I was not a trade unionists; Then they came for the Jews, and I did not speak out – because I was not a Jew; Then they came for me – and there was no one left to speak out for me".

Remember our motto: "an injury to one is an injury to all".

The status of Local 300's finances has steadily improved. We continue to make changes to improve our financial situation. The Treasurer's responsibility includes assessment and recommendations regarding Union finances. We will work tirelessly, to maintain a solid financial plan for our immediate challenges and for the future.

We continue to review recurring expenses to reduce any unnecessary costs, and maintain a conservative spending plan. We reduced our Arbitrators fees by 13.7% in 2016. We must be financially able to take on the attacks by USPS management. Management knows that Local 300 has the financial resources to go to arbitration when warranted.

Local 300 is the largest local Union representing Mail Handlers in the country. We represent nearly 5,600 Mail Handlers working in the tri-state area. Our jurisdiction includes the five boroughs of New York City, all of Long Island, northern New Jersey, southwestern Connecticut, and southern New York.

REPRESENTATIONAL EXPENSES

Local 300 remains committed to providing our members the best representation we can. In that effort, we continue to spend the resources needed to meet that responsibility. We held numerous training programs, including: Basic Shop Steward Training, Advanced Shop Steward Training, Arbitration Advocate Training, FMLA, and Local Memoranda of Understanding Training (LMOU). In addition, we have planned to expand the training to include: OWCP, MSPB and Safety & Health training. We also provide the branches with the resources to best serve our members. Enforcing the terms and conditions of our contract comes with a cost.

Our largest categorized disbursement continues to be Representational Activities. Representational activities are costly. This category includes costs directly related to Contract Enforcement, Arbitration, Legal fees, Grievance Processing, Training Programs, etc.

MEMBERSHIP PREMIUMS AND TRIBUTES

In 2016, we purchased Membership Premiums: Union Aprons (\$55,000), and Local 300 pins for all our members. We will be purchasing premiums for members again this year. We continue the expense for Membership Tributes for our retiring members.

MEMBERSHIP EVENTS & TRIPS

Last year we incurred the costs of Social Events, and this year we continue that policy. We have planned numerous events for our members: Brooklyn Nets vs. NY Knicks game; NY Mets; NY Yankees; NY Liberty; NY Jets and a fun-filled trip for families to Six Flags Great Adventure.

NPMHU and LIUNA CONVENTIONS

This past year two conventions were held. There were costs of holding elections for delegates to represent Local 300, at the 2016 National Postal Mail Handlers Union National Convention, and the 2016 Laborer's International Union of North America Convention.

Our delegates participated and served as the highest elected governing body of our Union, and determined the future course of our Union. Delegates considered, debated, and voted on important legislative, political, worker rights', and other resolutions and on various proposals to amend our National and Uniform Local Union Constitutions.

Membership Report

The continued decrease of regular members for the past few years, due to attrition has stabilized. Local 300 maintains a 90% membership rate. We need to continue to grow our Union, and sign up new Mail Handlers. We have initiated an aggressive membership recruitment process.

The National office has sent recruitment booklets and important informative material vital to new Mail Handlers. We welcome all the MHAs that have joined our Union; they are the future of our Union. Nationwide, over 4,400 MHAs have been converted to career Mail Handler

positions. Nearly 5,800 additional MHAs have been hired; this equals to almost 21% of our Mail Handler craft nationwide. We have an obligation to assist, represent and improve the working conditions of our MHAs. On the national level, proposals were submitted for negotiations for the National Contract, to improve their rights. In addition, after the national contract ratification process is completed, (if the contract is ratified) we will be going forth on local negotiations (LMOU), to fight for our MHAs.

Scholarships

There are numerous scholarships available to Local 300 Union members and their families. With the high cost of college, the opportunity to reduce those costs is needed more than ever. The following websites contain information for scholarship applications: www.local300npmhu.org, www.npmhu.org, www.unionplus.org, www.feea.org
Local 300 Scholarship – opens in May 2017 (5 for \$1000)

NPMHU Scholarship – open from November 21 to March 31 each year

Union Plus Scholarships – open from June to January each year with website link to scholarship search engine database, and Union plus College Planning Center

Bergen County – Abe Solomon Scholarship – February to April each year (8 for \$1000)

FEEA – open from January to March 27th each year

I want to take this opportunity to thank our Union officers, Branch Presidents and Stewards for their continued efforts on behalf of the membership. These are the men and women who take on the task of representing our members each day.

We thank the members who assist the Union in enforcing our contract, and fighting to protect Mail Handler Jobs!

We ask our members to get involved and informed, with your support we will keep moving our Union forward.

In Solidarity,
Wilfredo Delgado
Treasurer

What form do I use?

by Ray Bermudez Recording Secretary

I have encountered this issue many times at work. A mail handler is injured and is confused as to what form should they complete. Most injuries occur when the employee is on the clock in the performance of their duties. In this situation, the employee completes a CA1, Report for a Traumatic Injury. This form may also be completed by another individual for the injured employee in those cases where the injured employee is unable to do so themselves. The use of a CA1 allows for the injured employee to select COP, continuation of pay, which requires the employer to continue to pay the injured employee for 45 calendar days from the date of the injury or select to use their sick and/or annual leave.

When the injury to the employee is a result of duties performed over a series of time such as days, weeks, months, or years, the form the employee uses is a CA2. Report an Occupational Injury or Disease. There is no continuation of pay with this submission. The employee must provide all relevant medical documentation and a statement of the history of the injury along with their work history which led to the injury. All this information is submitted with the claim. Employees may continue to work while awaiting a decision on this claim as long as their doctor permits it.

Those employees that have an OWCP accepted claim and are back to work who suffer a flare up of their injury while OFF THE CLOCK, must complete a CA2A. Recurrence of Injury. When filing this claim, the employee must also submit medical documentation supporting the recurrence. Loss time is recovered through the submission of a CA7.

The Wounded Warriors Act

By Wilfredo Delgado, Treasurer and USMC Veteran

The disabled veteran leave category established under the Wounded Warriors Federal Leave Act of 2015 (Wounded Warriors Act), is available to any Postal employee hired on or after November 5, 2016. The Wounded Warriors Act established the effective date of implementation one year after passage of the Act, which was November 5, 2016.

The law grants up to 104 hours of paid leave to all newly hired federal employees who are veterans with at least a 30 percent service-connected disability rating. These veterans are entitled to use the additional leave during their first year of federal employment to receive medical care for their service-connected disabilities, without having to suffer loss or reduction of pay.

In an era of a do-nothing Congress for the past eight years, it was one of the few Pro-Labor/Worker-friendly piece of legislation passed, that benefits those employees that have served our nation in the military. The USPS currently employs over 113,000 military members and veterans. Military veterans are 18% of the USPS workforce. Prior to the passing of this law, newly hired employees were forced to take unpaid leave for medical treatment associated with their disability.

“Semper Fi”



Your home financing resource

- Exclusive benefits for union families
- Knowledgeable mortgage professionals
- Wide range of financing options from Wells Fargo Home Mortgage

1-800-848-6466 | UnionPlus.org/Mortgage

Union Plus® is a registered trademark of Union Privilege.

Wells Fargo Home Mortgage is a division of Wells Fargo Bank, N.A.
© 2013 Wells Fargo Bank, N.A. All rights reserved. NMLSR ID 399801



Events and Activities



Labor Day Parade 2016

Local 300 continues its tradition of participation in the Labor Day Parade. Local 300 members, family, and friends join in solidarity to support the Labor movement in this country.

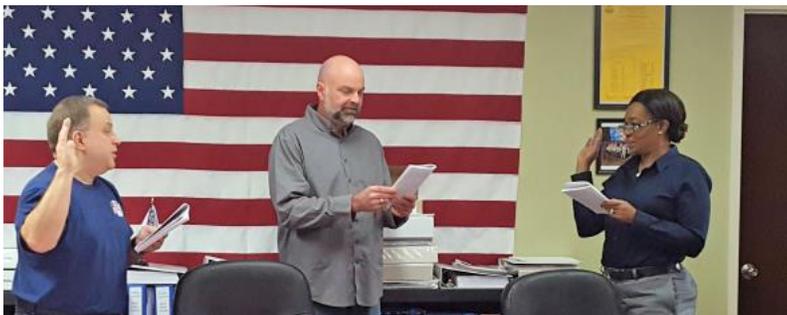


Executive Board Changes:

Fall of 2016 saw some changes take place to the Local 300 Executive Board.

Tom Reid retired from his position as Local 300 Vice President along with Linda Yancey Local 300 Recording Secretary. Both of them served this Local for many years with dedication and distinction.

The Local thanks them for their selfless service and ethic. The top left photo represents them at the conclusion of the Executive Board Meeting which took place October of 2016.



The lower left photo depicts Local 300 President Kevin Tabarus administering the oath of offices to the positions vacated by Tom and Linda.

Marcenia Yvette Johnson is sworn in as Local 300 Vice President and Raymond Bermudez is sworn in as Local 300 Recording Secretary.



Womens Caucus

The ladies of Local 300, (left), meet chaired by ISC-JFK Branch President Lucy Lombardo. The ladies are continuing their efforts to address the unique issues encountered by todays working women within the USPS.



Stan Howard is sworn in as New York State Executive Board Member by President Kevin Tabarus: January 2017.

Branch Meetings



New York City Branch Meeting:

Mail Handlers from the NYC branch gather in January 2017 to attend their branch meeting. Branch President Irene Delgado presented an updated report of the branch's union activities as well as an update of the branch's evolutions. Local 300 Executive Board Members attended.

Local President Kevin Tabarus provided a comprehensive update of the tentative agreement. Local 300 Vice President Yvette Johnson spoke on the Local's upcoming events. Local 300 Treasurer Willie Delgado spoke on the financial condition of the Local. Local 300 Recording Secretary Ray Bermudez spoke on OWCP issues and discussed members concerns.



Greater Newark Branch Meeting:

January 2017 in Newark NJ, Local 300 members gathered in an impressive turnout to listen to Branch President Alex Frazier present an update to the branch's activities. The attendees were seasoned veteran's of the USPS as well as newly converted full time regulars and Mail Handler Assistants. Local 300 President Kevin Tabarus spoke on the tentative agreement to a captive audience. There was a spirited discussion on overtime issues.

Local 300 NJ State Representative Charles Price spoke on health insurance concerns. Local 300 Recording Secretary Ray Bermudez spoke on OWCP rights.



Flushing Branch Meeting:

December 2016, was Flushing's branch meeting. Attendee's were curious as to the status of the contract negotiations. Local 300 President Kevin Tabarus spoke on the proposals set forth by the Union and the USPS's proposals. Attendees were astonished to learn of the USPS requests to change long standing language in our collective bargaining agreement. Their proposals sought to destroy years of gains by the labor unions within the USPS and bring us back to the 1960s! Our team at the negotiation table was not about to let that happen.



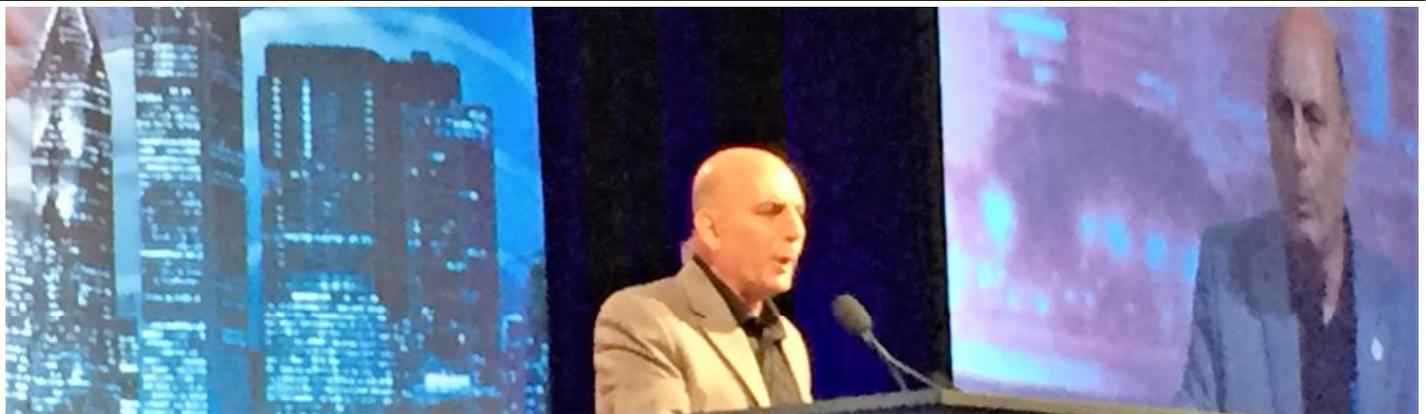
Stamford CT Branch Meeting:

Members from the Stamford CT branch gather for their meeting December 2016. They had in attendance National President Paul Hogrogian, hey, we know that guy, Local 300 President Kevin Tabarus, Local 300 Vice President Yvette Johnson, Northeast Regional Director Thomas Ruther, a familiar face to Stamford, and Stamford Branch President Local 300 Ron Sodaro at the head table. The membership listen attentively to the updates and events throughout the Local, including the resurgence of Stamford.



Westchester Branch Meeting

January of 2017, Westchester held their branch meeting at the Brazen Fox in White Plains. Branch President Tony York updated the attendees of the current climate at Westchester as well the efforts the Union has been expending within the facility. Local President, Kevin Tabarus spoke on the tentative agreement. Vice President Yvette Johnson reported on upcoming member events as well as the PAC. Treasurer Willie Delgado spoke as to the current financial state of the Local. NYSEB Stan Howard explained his upcoming schedule and duties. Recording Secretary Ray Bermudez discussed OWCP issues.



National Postal Mail Handlers Union National Convention August 2016

National President Paul Hogrogian addresses the delegates at our National Convention in Chicago Illinois this past August. Delegates from across the country gathered to formulate our National and Local Union Constitution. Paul saluted everyone for their monumetal work, respect, and dedication.

Elections Have Consequences

by Kevin Tabarus Local 300 President

Stop burning the f@#king American Flag!!! I was surprised and stunned as many people were, when the results of the November election were announced. It is even more stunning and annoys me (to put it lightly) to see Americans burning the flag of this great country in protest because they dislike and didn't vote for Donald Trump.

We have all 'pledged allegiance to the flag of the United States of America'. We have all stood with our hand over our hearts, for our national anthem. Thousands, of our true heroes & heroines, the men and women soldiers of our armed forces have served and fought to protect our flag, bled for the flag and countless too many have died protecting us and our flag. I find it disgusting and disgraceful to burn the American Flag!

The election process may not be a perfect process to some, but it has been in existence for hundreds of years. Only half of the eligible voters voted in this election. Almost half of union households voted for Trump. This is not the first time that the electoral college vote, outweighed the popular vote. Regardless of who you voted for, we all have the right to vote for the candidate of our choice. We are all still Americans and we all may not agree with politics or outcome of elections. But please, have a peaceful protest (since that is also our right) but do not burn the flag!

The consequences of this election remain to be seen. But we have already seen a glimpse of the planned attacks on public sector workers and organized labor unions. Just recently a new bill was passed in the new House of Representatives that would adversely affect federal workers for the Veterans Administration (VA). Currently, when an employee of the VA is disciplined, the discipline remains on file for two (2) years. If this bill becomes law, discipline issued to an employee of the VA will remain in their employment file forever. I know we don't work for the VA. But, if today's attacks are against the VA, tomorrow's attacks will be for other federal workers, then in the future they will come after the Mail Handler craft with the same attacks.

On January 2, 2017 the House of Representatives, reinstated the "Holman Rule" for the new 115th Congress. This rule was first implemented in 1876. Yes, this rule is 140 years old. The intent from then Congressman Holman, was to reduce Federal Employees salaries, reduce compensation, and downsizing federal employees. The Holman Rule was eliminated in 1983, but now it is back!

There are several other planned attacks on federal employees and organized labor unions. The intent is simply UNION BUSTING. Here are a few of them:
No Official Steward Time – currently stewards are on official time, paid by the agency. This would bankrupt many unions.

No Payroll Deduction for Union Dues. This too would cause financial ruin to unions.

Lowering Retirement Benefits – FERS/CSRS

Downsizing the federal workforce

In May of 2017, hundreds of NPMHU Political Activists will go to Capitol Hill to meet with members of Congress. Local 300 will be sending several officers to meet with our members of Congress within the NYC Metropolitan Area. We will meet with our friends of labor and hope to gain a few more labor friendly members of Congress.

The next few years will be very crucial to all of us. We must fight hard, with our labor friendly politicians (Democrats, Republicans, Independents, etc.) to keep and maintain our rights and benefits. It took decades of collective bargaining to obtain the wages, benefits, terms and conditions of employment we have today. We do not want to see what we have attained, disappear in a few years.

It is extremely important that we all participate and donate to the NPMHU Political Action Committee (PAC). The NPMHU cannot use revenue from union dues for political donations. The funds from the NPMHU PAC are from member donations. We need to keep our friends in congress, no matter which party they are in, in congress. Be a political activist. Be an active Union member. Participate in Union rallies, demonstrations, Labor Day parades, etc.

Local 300 Trainings



FMLA Training July 2016

Attendees: Alan Sacks, Janet Hurdle, Yvette Johnson, David Dyall, Kim Pinkney, Angelo Lovgren, Ray Bermudez, Shawn Gordon, Jessie Lewis, Roland Philips, Alex Frazier, Lucy Lombardo, Peter Chan, Marie Chery, Patrick Gilmartin, Joe Palau, Westley Gasby, Gail Tolbert, Harold Walker, Tony Allen, Irene Delgado, Cynthia Hussain, Gerry Povlovsky, Tarcey Grooms, Peter Bilotta, Paul Hogrogian, Tim Dwyer, John Gibson, Kevin Tabarus, Dave Wilken, Wilfredo Delgado, and James Smith



LMOU Training January 11th 2017

Attendees: Dawn Licata, Frank Schultz, Kevin Tabarus, Yvette Johnson, Ray Bermudez, Trevor Stuart, Michelle Draganigo, Jessie Lewis, Latina Crenshaw, Alex Frazier, Deedra Boone, Jim Perkins, Charles Price, Irene Delgado, Shirley Ramos, Wilfredo Delgado, Joe Palau, Westley Gasby, Don Utz, Ron Sodaro, Mark Chandler, Stan Howard, Lou Ditore, Tom Ruther, Tim Dwyer, John Gibson, Dave Wilken, Julio Collazo, Maurice Torres.



LMOU Training January 12th 2017

Attendees: Kevin Tabarus, Atika Muhammad, Kim Pinkney, Yvette Johnson, Mark Williams, Tanya Elder, Angelo Lovgren, Ray Bermudez, Lucy Lambardo, Dan Danzo, Terry Flynn, Al Conyers, Charlie Price, Wilfredo Delgado, Don Utz, Tony York, Tracey Grooms, Stan Howard, Peter Bilotta, William Maher, Gil Stevens, Tom Ruther, Tim Dwyer, John Gibson, and Dave Wilken.

The Good, the Bad, and the Ugly.

by Raymond Bermudez Recording Secretary

Those of you who are fans of Clint Eastwood's western movies will remember the title above. I thought it appropriate for this article. I have worked for the USPS over 34 years, and I can honestly say that I have never encountered the Postal climate that is currently present throughout the service. The air permeates with frustration at every corner. Employees are the most unhappy that I have ever seen. Managers are ill trained, ill equipped, ill tempered, and ill mannared. Who is to blame? The obvious answer is management. It starts at the very top.

The Good:

There are plenty of craft employees within the USPS that want to do a good job. Who care about the service they provide. These employees exist at every stage. New employees coming into the service are looking for a career position with benefits, a good living wage, job security, and advancement opportunities. The USPS has all of this available. The seasoned employees who come to work, do their job, and provide for their families. They are present in great numbers and take pride in their jobs. There are even managers within the service who treat their employees with courtesy and respect. They thank their employees for their service. They actually listen to suggestions from the employees and strive to improve the work environment. The Unions that fight hard to protect us, the working class, from the constant barrage of attacks by management who wish to destroy the wages, benefits, and rights the Unions have secured for us.

The Bad:

The proliferation of managers who cannot manage! Where does the powers that be, draw their common sense from? How do they decide to promote individuals who have no sense of responsibility nor an iota of intelligence. These managers cannot make a decision for themselves. They must consult with a "higher up" before they can even respond

to a question. The usual answer is no, because they fear answering yes will get them a write up. There are also the constant bad decisions which result in thousands of dollars in grievance payments because managers just refuse to do the right thing.

The Ugly:

This is the most apparent. The manner in which managers talk and treat the employees. It is present with the operational supervisors as well as the middle level managers. I have witnessed this treatment of employees on the work room floor. They scream at employees, dismiss the employees, threaten the employees, and humiliate the employees. I have overheard managers bragging about how they made employees break down! These are the most offensive of managers and do not deserve any respect what so ever. I have no use for them and treat them with disdain. I was raised to treat everyone with respect. Treat others as you wish to be treated. No more no less. Obviously, we as union stewards see this type of behavior and deal with it more often and it sickens me when I witness it. The Union has available to all its members an abusive supervisor report form. We encourage our members to use them. I had a senior MDO tell me that there is nothing we can do to his supervisors. Well, with the help of the members who stood united and wrote statements, testified, and came together with the Union, we took one of his supervisors to arbitration and won! We secured a write up of the abusive supervisor and because of this, she no longer speaks to the employees as before. Don't get me wrong, the potential for her to erupt is still there. But now, we have a tool to cap the eruption.

I will always treat a manager the way I wish to be treated. I cannot stoop to their level. I was raised right. But, do not mistake kindness for weakness. I have at my disposal the tools necessary to enforce the correction of management's aggression.



New York State Executive Board Report

by Stan Howard

With the uncertainty of the new Congress and President, one thing for sure is we have a 3 ¼ year tentative agreement to be ratified by the members. The Trump administration has demonstrated through its initial appointments that privatization will be an agenda. We are fully aware that there will be a struggle but we are up for a fight for progress. We must contribute to our PAC now more than ever to get the attention of our government representatives to help get labor friendly laws passed. After tough collective bargaining, the National Postal Mail Handlers Union led by our own National President, Paul Hogrogian, has avoided arbitration at this stage and have a tentative agreement. General wage increases are modest, with COLA's preserved and no-layoff protection for all career Mail Handlers

The Mail Handler Assistant position which was implemented by an Arbitrator for the 2011 National Agreement, was successfully upgraded with the 2016 tentative agreement achieving additional benefits and wages.

The National Postal Mail Handlers Union will continue to fight for better wages and job security for all members now and in the future. We have made progress by staying organized, educating our representatives and maximizing our resources in an efficient manner.

Local 300 has gone forward by giving the most intensive training programs under the oversight of Local President Kevin Tabarus. Our focus is to prepare our representatives who may be new to the labor movement to be prepared for the future. Currently, we will have covered everything from FMLA to LMOU training and much more. We cannot fight the good fight alone, we need our membership to participate and be active.

Grievances will continue to be the core of our strength on the workroom floor but we need you to help us to be strong.

Union Members

Union Members:
SAVE 15%
on the monthly service charge of qualified AT&T wireless plans*

GO UNION And Save With AT&T Wireless

When you choose AT&T, you're choosing to support nearly 150,000 union members at the nation's only unionized wireless carrier.

Qualify for up to
\$250
in rebates
from Union Plus when you switch to AT&T Wireless or upgrade to a new smartphone using your Union Plus Credit Card†

Other AT&T offers

You may also qualify for other offers from AT&T. Visit UnionPlus.org/cellphone to learn more.

Rebates from Union Plus

Use your Union Plus Credit Card to qualify for up to \$250 of Union Plus rebates. Don't have the card? Apply now at UnionCardApply.com. To learn more or to apply for the rebates, visit UnionPlus.org/cellphone.

To start saving:

Go online to UnionPlus.org/cellphone, and follow the instructions.

or

Bring this coupon to an official AT&T Store near you, along with your union identification for the Union Plus discount.



Discount code: 3508840



Members can learn more at UnionPlus.org/cellphone

*Available only to current members of qualified AFL-CIO member unions. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Plus and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice & data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to the monthly plan charge of plans with more than 300MB, not to additional monthly device access charges. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Discount applied after application of any available credit & may not be combined with other service discounts. Additional restrictions apply. Contact AT&T at 866-499-8008 for details.

†Credit approval required. Terms & Conditions apply. Union Plus Credit Cards issued by Capital One, N.A., pursuant to a license from MasterCard International Incorporated. Capital One N.A. is not responsible for the contents of this message and/or any of the other third party products/services mentioned.

Online and Mobile Banking Security Tips: A Basic Checklist

by Wilfredo Delgado, Treasurer

Computer-related crimes affecting businesses or consumers are frequently in the news. While companies have vigorous information security programs to safeguard their data, consumers also need to know how to protect and maintain their computer systems so they can steer clear of fraudsters. Here is a short checklist.

Protect your computer. Install anti-virus software that scans your computer for malicious software (“malware”) that can steal IDs, Passwords and account information (including credit or debit card numbers). Also use a firewall program to guard against unauthorized access to your computer.

Safeguard your smartphone, tablet and similar mobile devices, especially when using them for banking or shopping. Reduce your risk of downloading “apps” (applications) that contain malware by using well-known app stores, such as those established by your phone manufacturer or cellular service provider, or from the official website of the bank.

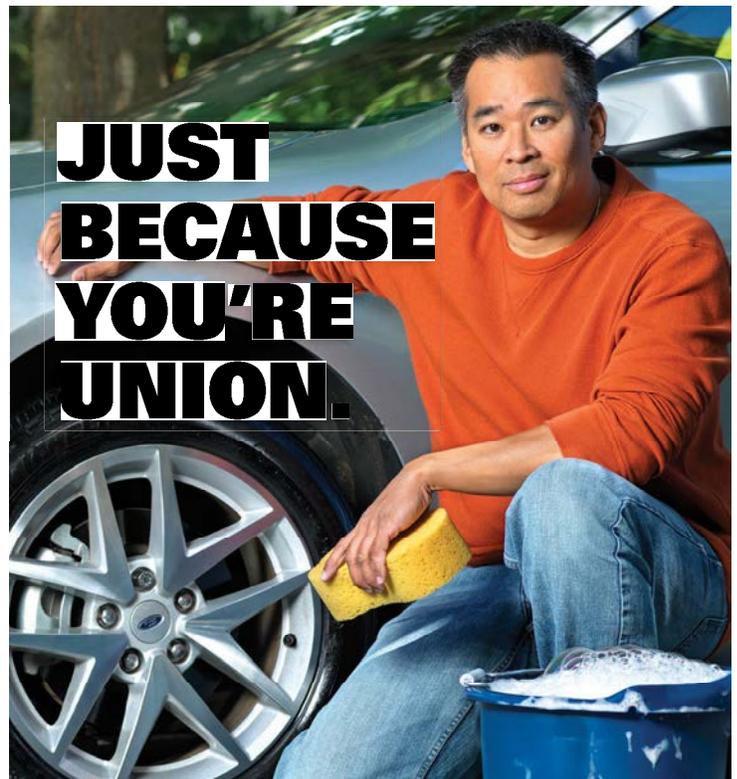
Also, to ensure that you have the latest fixes to software problems affecting mobile devices, opt for automatic updates for your operating system and apps or manually download updates as soon as you receive notice that they are available.

Understand your Internet safety features. When you are buying something online or filling out an application that contains sensitive personal information, you can have greater confidence in a website that encrypts or scrambles the information as it travels to and from your computer. Look for a padlock symbol on the top of the page and a web address that starts with https://. The “s” stands for “secure”.

Be careful where and how you connect to the Internet. A public computer, such as those at cafés or hotel business centers, may not have up-to-date security software and could be infected with malware. Also, for online banking or shopping, avoid connecting your

computer, tablet or smartphone to a wireless network at a public “hotspot” (such as a coffee shop, hotel or airport).

Use “strong” IDs and passwords and keep them secret. Choose combinations of upper-and lower-case letters, numbers and symbols that are hard for a hacker to guess. Don’t, for example, use your birthdate or address. Also, don’t use the same password for different accounts because a criminal who obtains one password would then be able to log in to other accounts. Finally, make sure to change your passwords on a regular basis.



Get the union member auto advantage with car buying, parts and service discounts, 24/7 emergency roadside assistance, group rate auto insurance and car rental discounts negotiated and designed just for hard working union members like you.



Discover savings at
UnionPlus.org/Auto



Why be a Union Member?

by Lucy Lombardo Branch President ISC-JFK

American labor unions will face more of a political assault unparalleled since the New Deal, from the Trans-Pacific Partnership to “right-to-work”, to the attack on public sector unions at the state level. There is a very good chance it’ll just get worse. Republicans in Congress are already floating the “National Right to Work Act”, if passed it would create a legal environment more hostile to the rights of workers than in any industrial democracy. Any conceivable Republican president would certainly sign such a bill if it reached his desk. As is well known, these laws dramatically and purposely reduce workers’ ability to collectively bargain. Already, half of American states are right-to-work. A national right-to-work law would be a catastrophe for organized labor.

With so much at stake, it’s worth reflecting on how organized labor remains a viable player in our economy and politics. The most basic question of all is whether unions contribute to a world in which people are more likely to lead positive and rewarding lives. Union members tend to enjoy higher wages and better benefits than the unorganized. But the benefits go much further than that. In addition to higher wages, a union contract provides greater job security and protection from arbitrary dismissal. Union representation can also bring a sense of empowerment that comes from having a formalized grievance procedure and a collective say in how the workplace is managed.

Pensions, medical insurance, paid vacation, holidays, personal holidays, sick pay, overtime pay, an eight hour guarantee, weekends, Sunday and night differential pay are not only better in a union shop, but usually obtained through a union contract. The safety record of a union facility is much more superior to that of non-union facilities. A union contract gives employees the immediate right to insist on a safe work environment. Job security ensures that a boss can’t walk up and fire you because he wants to give your job to his wife’s nephew. Management

can’t lay you off out of sequence, they can’t demote you arbitrarily. African Americans and women didn’t get their fair shot at higher-rung manufacturing jobs until labor unions gave it to them, a fact that doesn’t receive enough recognition.

In conclusion, the larger the share of the workforce organized into unions, the smaller is the share of a country’s population that finds life to be a struggle. You’d be hard pressed to find a more compelling argument for how strong unions are key to democratic, well-adjusted societies.

Your Home Is Waiting

Union Plus

The Union Plus Mortgage program is one of some 40 benefits available to help union members. The program is for union members and their parents and children. Benefits include mortgage hardship assistance to help protect members' homes in the face of financial hardship. With Union Plus, a mortgage is more than a monthly payment. It's long-term protection for everything your home means to you.

Learn more: UnionPlus.org/Mortgage

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.

Arbitrator Holden sustained a grievance from Mid Island in which management violated article 5 of the CBA. The USPS unilaterally changed the Hard Hat Program. Congratulations to Branch President Robert Lussos the advocate for the Union.

Arbitrator Brown sustained a grievance from the Brooklyn P&DC when management violated a long standing past practice without first notifying and bargaining with the Union regarding the employee locker room. Congratulations to Branch President Yvette Johnson for advocating the grievance.

Arbitrator Thomas sustained a grievance from DVD P&DC regarding the issue of discipline issued to MHAs carrying over when they are converted to full time regulars. Arbitrator Thomas agreed with the Union and stated that MHAs when converted to full time regulars are considered new employees and therefore start with a clean slate. Congratulations to Branch President Ray Bermudez who advocated the case.

Arbitrator Giordano sustained a grievance from Mid Island which arose when management failed to abide by 2 previous arbitration awards concerning the same issue and would not allow the Union to photograph management performing bargaining unit work. Arbitrator Giordano reinforced the previous awards and cited management for violating binding decisions regarding this issue. Congratulations to Branch President Robert Lussos who advocated the case.

Arbitrator Giordano sustained a grievance from the NJI- NDC regarding the removal of a mail handler. Arbitrator Giordano returned the mail handler back to work. Congratulations to NJSEB Charles Price who advocated the case.

Arbitrator Pecklers sustained a grievance from Mid Island in which management violated a long standing past practice of allowing mail handlers working overtime to combine their 20 minute break period with their 15 minute wash up. Arbitrator Pecklers ordered the restoration of the practice for the duration of the current national agreement. Congratulations to Branch President Robert Lussos who advocated the case.

Arbitrator Pecklers sustained a grievance from the Brooklyn P&DC regarding a cross craft issue when management assigned PSE clerks in the Hot Mail Bullpen. Arbitrator Pecklers ordered cease and desist as well as monetary compensation to the Union. Congratulations to Brooklyn Branch President Yvette Jonson for advocacy the case.

Arbitrator Brown sustained a grievance from the Greater Newark P&DC. Management denied light duty work to a mail handler improperly. The arbitrator ordered management to pay the mail handler 3 hours per day for a period of 30 days. Congratulations to NJSEB Charles Price who advocated the case.

Arbitrator Giordano sustained an award in JFK regarding the illegal sub contracting of mail handler work. This was a slam dunk as management admitted to the violation! Congratulations to Yvette Johnson, the advocate, and Branch President Lucy Lombardo and Local President Kevin Tabarus who gave testimony in this case.

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



FUN
 is now more
AFFORDABLE
 with savings on
 theme parks, movies
 and more!

Visit our website and check out the great Entertainment Discounts available exclusively to union families. Then take a break and enjoy more fun for less money!

- **SAVE UP TO \$19 PER TICKET AT THEME PARKS** across the country—from Six Flags and Universal Studios to Sea World and Busch Gardens.
- **DISCOUNTS UP TO 40% ON MOVIES** at AMC, Regal, Loews, CineMark and other national chains
- **PLUS SPECIAL DEALS** for Broadway shows, museums, aquariums, zoos, movie rentals, sporting events and more

UnionPlus.org/Entertainment





JUST BECAUSE YOU'RE UNION.

The 15% Union Plus AT&T Wireless Discount was created to help hard-working union members like you save on wireless phone services from AT&T, the only national unionized wireless provider. Make the switch to AT&T to take advantage of this union member discount.

- Save 15% on monthly AT&T voice service and select data plans
- Qualify for up to \$200 in rebates when you use your Union Plus Credit Card to buy a new smartphone or switch to AT&T
- Support 45,000 union brothers and sisters working at AT&T



To start saving, visit
UnionPlus.org/ATT
Discount FAN: 3508840

Credit approval and new two-year service agreement required. Offer cannot be combined with any other discounts. Other conditions and restrictions apply, visit UnionPlus.org/ATT for details.

National Postal Mail Handlers Union
Local 300, AFL-CIO
111 John Street, Suite 710
New York, NY 10038