



Local 300

Mail Handler News

Summer
2016

National Postal Mail Handlers Union, AFL-CIO



Paul Hogrogian
New National President



Kevin Tabarus
New Local 300 President

**Current
contract
expired
May 2016**



**Negotiations
under way.**

**New
Contract
Soon?**

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

Tommy Reid, Vice President

Email: tommy.reid@local300npmhu.org

Wilfredo Delgado, Treasurer

Email: wilfredo.delgado@local300npmhu.org

Linda Yancey, Recording Secretary

Email: yancey1999@optonline.net

Charles Price, NJ State Exec. Bd.

Email: charlespnj@aol.com

Yvette Johnson, NY State Exec Bd

Email: m.y.johnson@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

Hicksville/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

NJI & 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 - Teresa Mollica,
Chief Steward

829 Soundview Ave., Bronx, NY 10473

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

Email: l300mollica@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

It's been a little over one year since I assumed my new position as Local 300 President, but it seems like it has been a lot longer. Each day, we are faced with new challenges. Every day, our contractual rights have to be enforced. We shouldn't forget the past, concentrate on the present, and look ahead to the future! We must always keep in mind the best interests of this labor organization and the membership. We must ensure that postal management is held accountable.

Since starting in the Postal Service in 1987, I've held several different Union positions. Prior to being Local 300 President, I served as Local 300 Treasurer from 2007 to May of 2015. From 2001 to 2007 I was Branch President in Bethpage, NY (formerly called NY PMPC & NY L&DC). I first became a shop steward in 1990 at the Mid Island Branch, where I was also Chief Steward. I've been an Arbitration Advocate for decades. I have represented Local 300 as a delegate to NPMHU conventions in 2000, 2004, 2008, & 2012. In addition, I have served as a Local 300 delegate for LiUNA conventions in 2006 & 2011.

Before I update you on the status of Local 300, I should thank the entire Local 300 Executive Board for their unanimous support. They truly are "My A-Team." I also shouldn't forget to thank our new National President Paul Hogrogian. While serving as Local 300 President from 2002 to 2015, major improvements and accomplishments were made. Local 300 would not be as respected and well represented without him. I consider myself extremely lucky to have worked with Paul for many years. I know I have big shoes to fill.

I welcome the challenge as Local 300 President. I do enjoy working each day, (and sometimes weekends). Some days are better than others, but I do work with some of the best people. Here are some updates on what has been going on around Local 300:

Plant Consolidations (AMPs)

One of our primary concerns are the USPS plans to consolidate plants. Previously, the NPMHU on the national level was notified that 82 plants across the country would be closed or consolidated. Initially, these plans were put on hold until July of 2016. On March 22, 2016 the Postal Service notified the Union that **the planned consolidations were cancelled**. However, in the same notice, in the next sentence the Postal Service stated that these "... *consolidations are not, however, off the table.*"

Originally, two (2) plants within Local 300 (Stamford & Mid Hudson) were on the list of 82 plants to be closed/consolidated. Prior to the recent cancellation notice, Local 300 worked feverishly to obtain adequate "landing spots" for the possible excessing outside of the installation. The contract states that, any dislocation and inconvenience is to be kept to an absolute minimum. Grievances were filed, numerous heated meetings with local postal management occurred. We were finally successful with obtaining nearby landing spots, which would keep inconvenience to a minimum. Those efforts would have to be re-visited in the future if the Postal Service tries to consolidate plants in the future.

Local 300 is working closely with the National Office, other Postal Unions, and elected congressional officials to oppose the Postal Service's plans to consolidate installations. A national grievance was filed protesting the Postal Service's use of data that is years old, to consolidate plants. The grievance is still pending.

Flushing

The Queens P&DC was also originally on the list of 82 plants to be consolidated with Stamford & Mid Hudson. The USPS planned to consolidate all letter

and flat operation into Brooklyn. The operations have moved, but no excessing of Mail Handlers out of the installation has occurred. Flushing operations, but gained parcel mail volume. 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. The additional duty assignments created, with the additional parcel volume actually increased the Mail Handler compliment at Flushing.

There are plans for major capital improvements to this installation. A new parking lot has been approved. There are several proposals for additional mail processing machinery, building expansion and improvements.

ISC-JFK

Now our main concern has is focused to the ISC at JFK Airport. The USPS has indicated its intent to move mail processing operations out of JFK. However, there is nothing more to officially report at this time. The USPS lease with Port Authority in JFK is set to expire in 2018. Since the lease is extremely costly, the USPS is not eager to renew it. There are several hundred Mail Handlers at JFK. We will be closely monitoring this situation, ensuring that any inconvenience is kept to a minimum for our members.

There are several factors involved with any type of downsizing, which could cause a burden to the USPS and also downgrade service. In addition, there are several agencies that are part of the ISC (Homeland Security, US Customs, US Military, etc.) Currently, the members at JFK process international mail with extreme efficiency.

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 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 employees. The Union immediately filed a grievance upon discovery. The operation then ceased. The issue is pending arbitration.

Months later, the USPS officially notified the NPMHU (in August of 2015) of its intent for a “Peak Pilot” Program, for acceptance/handling of inbound ePacket (International) volume. 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. The Union immediately filed a grievance and this issue is also pending 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 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 2015, National Steward Trainers Tim Dwyer & John Gibson came to Local 300 to train many of our Branch Presidents and Stewards on several topics such as: Article 12 issues, Expedited Selection Process (when a tour is downsized), MHAs, and when documentation deemed desirable by the Postal Service for absences.

In March of 2016, training on Article 12, MHAs, and documentation required for absences was given again. Additionally, OWCP (Job Injury), Member Recruitment, and refined Grievance Processing was discussed. This training was given to other Branch Presidents and Stewards that did not attend the training

in July of 2015. This training session was given by myself, Vice President Tommy Reid, NPMHU NE Regional Director Tom Ruther, NYSEBM Yvette Johnson, OWCP Specialist Ray Bermudez, and Treasurer Wilfredo Delgado.

In June of 2016 Local 300 provided its own training program on RI399 Local Dispute Resolution Process – to keep and increase our jobs. In addition, the Assistant Regional Director of the NLRB provided useful incite with their process and procedures as part of the NLRB Outreach Program. This class training was done twice, once on June 16th and once on June 17th. The trainers for this program were NPMHU NE Regional Director Tom Ruther (RDRC), NYSEBM Yvette Johnson (LDRC) & myself. *Yvette Johnson (Brooklyn) is Local 300's LDRC Representative for installation disputes. Assisting Yvette will be Ray Bermudez (DVD) and Stan Howard (Western Nassau).*

National Steward Trainer John Gibson & Manager of NPMHU Contract Administration T.J. Branch came to Local 300 HQ to train many of our Branch Presidents and Stewards on Arbitration Advocacy. The two day training was conducted on June 21st & June 22nd

Plans are also underway for several other trainings to be conducted throughout the year. In July Shop Steward & FMLA Training are scheduled.

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. 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.

Social and Recreational Activities

Local 300 has continued to subsidize several events for our members. In April, over a hundred members

& their guests attended a Brooklyn Nets game. In June, several hundred members attended a New York Yankees game. On 7/17/16 we are pleased to subsidize tickets for the WNBA NY Liberty Game at MSG. On 7/30/16 we will have a trip to Six Flags Great Adventure. On 8/14/16 we will have our annual Mets Game at Citified. On 9/11/16 we will have our trip to see the NY Jets at MetLife Stadium (in East Rutherford, NJ). 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 will participate in this year's NYC Labor Day parade. Please join us as we march in solidarity on 9/10/16. Flushing Branch President Trevor Stuart, NYC Shop Steward Joe Palau, and Treasurer Willie Delgado are coordinating Local 300's participation in this event. Please check your bulletin Boards for more information on these events.

Women's Committee

ISC-JFK Branch President Lucy Lombardo has been named 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, but the entire membership.

SPSS - Craft Jurisdiction

There are currently two (2) SPSS Machines located in the Queens P&DC. Initially, on 6/1/15 the USPS National Headquarters made a "Craft Determination" indicating that all duties on the SPSS are for the Mail Handler Craft. Then, on 8/7/15 the USPS unilaterally changed their initial craft determination, assigning some duties to the clerk craft too. The NPMHU took immediate action with the NLRB, Federal Court, and a National Grievance. Local 300 filed grievances at the branch level. The issue is currently admist hearings at the national level. *The moral here... it's easy to tell when a manager is lying, because their lips are moving. Now, you can't believe them, even when it's in writing.*

Positive Changes at Local 300

New Treasurer Wilfredo Delegado - has been doing an excellent job with financial reporting with his new position. He brings his years of experience. Previously, Wilfredo was NYC Branch President for several terms, represented Local 300 as a delegate at several NPMHU & LiUNA conventions, and worked on several projects over the years.

New OWCP Specialist & New Editor Newsletter Ray Bermudez – is also the Branch President of DVD (Kearny, NJ) a position he too has held for several terms. Ray brings his years of experience and intelligence to Local 300 HQ. He is normally at Local 300 HQ every Thursday for OWCP (Injury Compensation) issues.

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.

New Local 300 Delegates AFL-CIO: Stan Howard (LI Fed. Of Labor) – Stan was Branch President of JFK for several terms. He is now a steward at the Western Nassau Branch. **Joe Palau (NYC CLC)** – Joe has been a steward for decades at the NYC Branch. He will be an organizer for the NYC Labor Day Parade.

New NYC Branch President Irene Delgado – Irene has been a steward for decades. Irene was appointed by the Executive Board to fill the vacancy, and serve to the remainder of the term.

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

Kevin Tabarus
President, NPMHU Local 300



Vice President's Report

By Tommy Reid

LEGISLATIVE UPDATE

NPMHU National President Paul Hogrogian and the other three Postal Unions are working with Postmaster General Megan Brennen and the major mailers to come up with postal reform legislation that all parties can agree upon. Once they come with legislation that they all agree upon, they can bring it in front of Congress and hopefully get a bill brought to the floor to be voted on and hopefully passed.

One of the proposal would require retired postal employees to enroll in Medicare parts A & B at age 65 and require FEBHP plans covering postal employees to adopt prescription plans made possible by the Medicare part D program. Over 80 percent of the retirees are in Medicare now. If this proposal is adopted it will greatly help resolve the retiree health plan pre-funding mandate that is responsible for 87 % of reported losses by USPS. As a side benefit, these changes if adopted should reduce health insurance costs for retired and active postal employees.

NPMHU PAC FUND

We need your help with the continuing battle with Congress for Postal Reform. For as little as a dollar a pay check, you can help us with our struggle to fight the battles in the Political arena as it pertains to protecting our jobs and benefits as postal employees. We have been to Capitol Hill last May, to make your voices heard on Postal Reform and we have supported Representatives from all parties that support our causes.

As some of you might not know, that we cannot use our union dues to help support our political allies, the only way we can contribute is through the NPMHU PAC Fund. So I ask please consider contributing to the PAC fund so we can continue our struggles on Capitol Hill.

Grand Alliance

The Postal Grand Alliance is a coalition of the four postal unions and over 100 other organizations in an effort to save our Postal Service. On Thursday May 12, 2016 a public field hearing was held by the Grand Alliance. Local 300 President Kevin Tabarus, Vice President Tom Reid, and NYSEBM Yvette Johnson attended.

The hearing was held at St. Mary's episcopal church in Harlem in front of community leaders, politicians and members of the community. This field hearing was one of several that are being held across the country to try and make the public aware of the ramifications to these communities if the Postal Service continues to make cuts to service, delivery standards, closing local post offices, etc.

Also discussed was to have some solutions as to what the postal service can offer to make it more viable, such as Postal banking.

Some of the speakers were; Gale Brewer Manhattan Borough President, Norman Siegel former Director of the New York Civil Liberties Union, Michele Holder Assistant Professor of Economics from John Jay College of Criminal Justice and Minister Deidre Fisher-Kemp of the new Light Baptist Church.

Testimony was presented by James Parrot Chief Economist and Deputy Director of the Fiscal Policy Institute, Mariam Sammons of visiting Neighbors and Co- director of the New Economy Project, Julio Papon Bronx businessman and community activist, and Jeremy Mohler, Communications Specialist at the Public Interest.

Postal Banking was a main topic and how that would help the poorer communities.

Some of the communities have no Banks at all but have the largest percentage of cash checking stores in the city. By having the Postal Service going into banking, the members of the community could be paying either lower cash checking rates or have a bank account and save the enormous fees they pay to cash their checks.

Other matters discussed was the closing Post Offices in these neighborhoods. Small businesses would be affected, by not be able to receive or ship their products in a timely fashion. Senior Citizens and the Veterans would also be greatly affected by not getting their checks or medication on time due to the new (slower) Service Standards. Closing Post Offices in their communities would be a severe hardship to travel the additional miles to the nearest Post Office.

All in all, it was a very good discussion on how these cuts and change of service standards would affect their Community and made the ones who attended more informed on how their lives could be affected.

Social Media and Your Job

Recently, it has come to our attention that Management and Labor Relations have been using employees' Social Media Posts to discipline them. This has been upheld in some court cases and employees have lost their jobs. For example: Calling in sick to work, then posting updates and/or pictures of playing softball or at barbecue. Inappropriate comments or threats even though not made at work, has also led to discipline.

Social Media is a way of keeping in touch with old friends and family. Be aware that your posts are not 100% private, regardless of your security settings. If your posts are only shared with your 'social media friends' these same 'friends' could share your posts with anyone. Also, be careful of what groups you join especially open groups where the prying eyes of management and labor are searching for some kind of evidence to use in disciplinary actions.

There are some security measures as to who can see what you posts. It is suggested you use them and do not leave your account totally open to these prying eyes. The best advice is to watch what you post!!!



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Treasurer's Report

By Wilfredo Delgado

The status of Local 300's finances continues to improve. I was appointed to the position of Treasurer by the Executive Board effective May, 2, 2015, and changes to improve our financial situation are being made. 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 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, and Arbitration Advocate Training. In addition, we have planned to expand the training to include: FMLA 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.

Last year, our largest categorized disbursement was for Representational Activities. This is represented in the pie chart for 2015 Disbursements. Almost \$1 million was spent on this category. 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

Along with the expenses that we incurred last year for Membership Premiums: Union T-shirts (\$45,000), we will be ordering Union Aprons (\$55,000), and Local 300 pins to be distributed to all our members 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 game; NY Mets; NY Yankees; NY Liberty; NY Jets and a summer fun-filled trip for families to Six Flags Great Adventure.

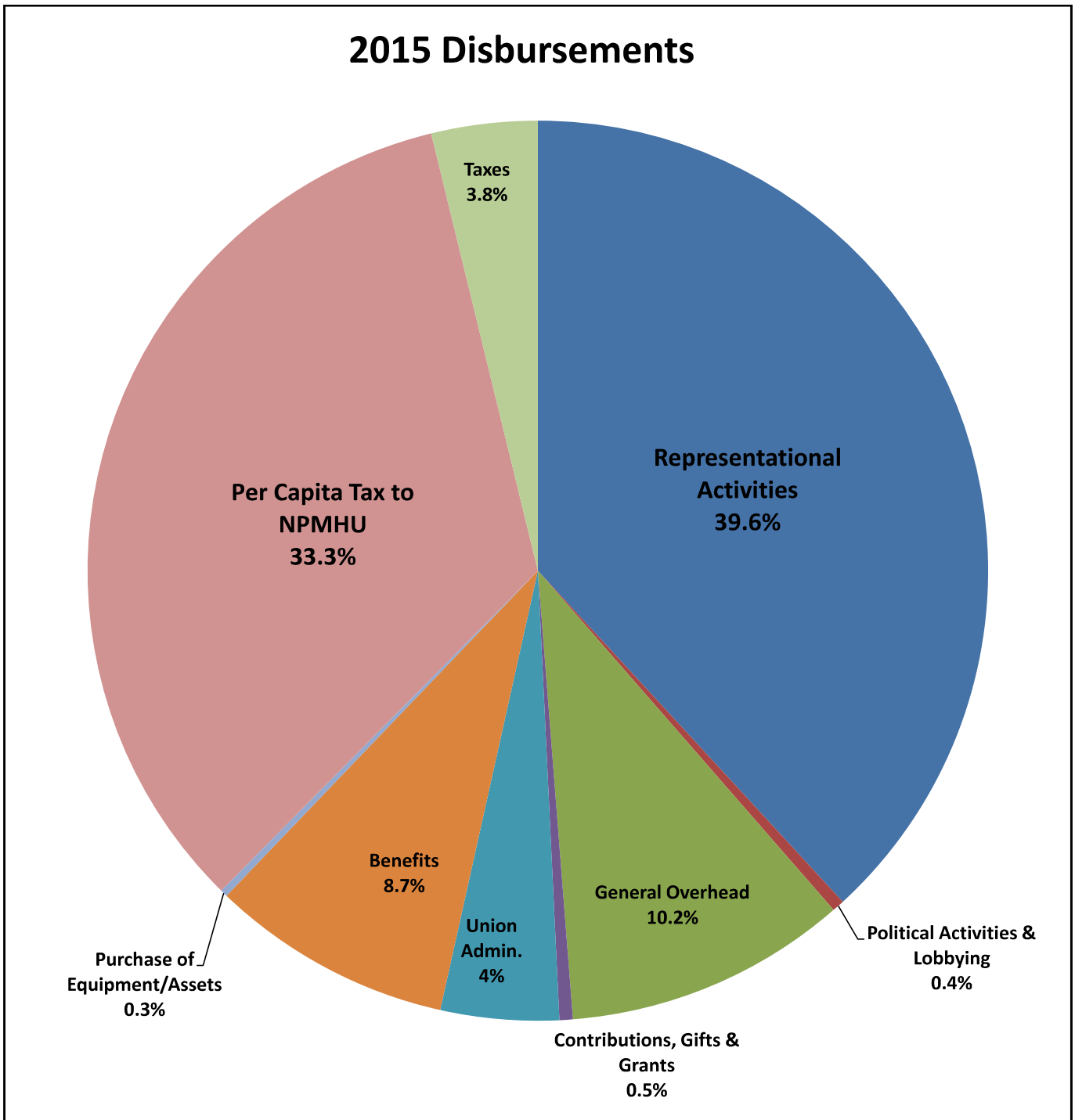
NPMHU and LIUNA CONVENTIONS

This year two conventions will be held. The costs of holding elections will be covered 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.

These delegates will participate and serve as the highest elected governing body of our Union, and determine the course of our Union. Delegates will consider, debate, and vote on important legislative, political, worker rights, and other resolutions and on various proposals to amend our National and Uniform Local Union Constitutions.

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 2016
- 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 each year

FEGLI Open Season

The Office of Personnel Management (OPM) announced that the Federal Employee’s Group Life Insurance Program (FEGLI) will have a life insurance Open Season from September 1, 2016 through September 30, 2016. Employees can elect coverage during Open Season without having to prove insurability, pass a physical exam, or answer health questions.

Open Season elections become effective on the first full pay period that begins on or after October 1, 2017.

USPS Nationwide

The USPS's Mail Processing Network Rationalization (MPNR) plan, which began in 2012, has already closed or consolidated more than 140 mail processing facilities nationwide. This plan has been a disaster from the start. All it has done is delayed the mail, and impacted thousands of Postal employees. The USPS recently noted that the MPNR plan didn't save any money in fiscal year 2015, but instead it ended up costing the Postal Service an additional \$66 million dollars. At a time when Postal Unions (NPMHU, APWU, NALC) are in National Contract negotiations in Washington, the USPS was forced to implement a price reduction by the Postal Regulatory Commission. Effective April 10, 2016, the Postal Service was mandated to reduce postage rates, and is expected to lose approximately \$2 billion in annual revenue. The impact of this action will be felt for years.

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

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Labor Heroes

At last years Labor Day Parade, Local 300 members, families and friends marched up Fifth Avenue with great pride in our Union and the Labor movement. With flags waving, whistles blowing and the constant chant of "The US Mail is Not for Sale", we marched in honor of past Labor Heroes who've paved the way for us.

We marched in honor of men and women who fought for job protection; decent wages; and for dignity and respect. We honored those that walked picket lines; risked their jobs and going to jail during the Great Postal Strike of 1970, and the wildcat strikes in 1978 for safer working conditions.

We thank all those members that came and marched. We hope to have more members joining our parade, rallies and getting actively involved in our Union.

We now need to continue the fight against postal management's attacks on working men and women.

Local 300 has attended rallies with our union sisters & brothers from APWU and concerned citizens, to protest the disastrous business decisions being made by PMG Brennan and her cronies. We also rallied against the outsourcing of good union jobs to Staples. We have marched with the NALC and fought against managements' efforts to reduce mail delivery to only 5 days per week. Our National Unions are working together to fight managements' actions towards privatization and the need for comprehensive Postal legislation in Washington that would get the USPS on solid financial ground.

PMG Brennan's plan continues the reduction of quality mail service to the public by the service standard changes; reduction of good union jobs; outsourcing our work to pre-sort mailers that continue to pop up throughout the country; selling off post office buildings and the closing/consolidations of mail facilities. The number of mail processing plants went from 675 in 2006, to 320 in 2014. Postal management had planned to impact 82 more plants this past year.

In Honor of Working Men & Women

This is a wakeup call to all our members to become the new generation of Labor Heroes. Those members who go to work each day despite their daily aches and pains, bruises and bad backs from repetitive physical labor. Those members who are trying to: send their kids to college; and working to pay their bills or hoping to enjoy retirement in reasonably good health. Each day on the work floor, at facilities/stations throughout the Local 300 area, we are bombarded by the negative news from USPS headquarters. We also have to deal with the increasing number of incompetent management officials on a daily basis.

We need you to become union activists; by calling and writing your elected officials; becoming e-activists; attend union meetings and rallies; educate other members to factual information and not rumors: raising attention to violations by management and looking out for our union sisters and brothers!

The next Labor Hero is you, and the member working next to you.

We need to be Union Strong and fight the constant attacks against good Union jobs. We need to stop postal management's plan for disaster. We all need to get involved to Save America's Postal Service!

The sad old days of sitting back and waiting for someone else to raise their voices in opposing managements' attacks are over. This is OUR FIGHT, OUR STRUGGLE. This affects all our jobs and cannot be won without a combined response from all Unions, the American public and real legislative action. Mail Handlers who have years to go for their retirement and our Mail Handler Assistants are our future. We need to look back at our past, so we can plan for the future.

Mail Handlers were historically known as the Hidden Heroes of the Postal Service. We need our Hidden Heroes to stand up and fight back!
We need Labor Heroe

We need to look for the best within ourselves, for a better future. I know there is hope for working men

and women. We owe it to them, because the Labor Heroes, who came before us, paved the way for us. Now it's our time to do the same!

by Wilfredo Delgado
Treasurer



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“ I Don’t Get No Respect”

Life In The Postal Service

Article by: LINDA YANCEY

Most of us oldtimers will remember this guy. He’s the comedian Rodney Dangerfield, with the old running line about how he gets no respect. In his comedic routine he would brush off being disrespected by his wife, family and friends with some funny jokes, making the audience roar with laughter. But in this Postal environment getting no respect is no laughing matter.

Recently, I attended a meeting in Morgan P&DC in New York City where this issue of respect was brought to the floor. The demand for respect is an issue that everyone wants to talk about at every Mail handler Union meeting across America. In my 30 years of Service in the Post Office and my 25 years as a Union representative; the matter of an abusive Supervisor or Managers is nothing new. Today though, being disrespected has taken on a rougher meaning.

The word respect alone means to admire someone for their achievements, qualities or abilities. The meaning of this word cries that it’s time to change this abusive attitude against the most valuable asset the Postal Service has and that’s...you...the worker.

The problem of disrespect runs more rampant now partly because of the Postal Services new “Network Rationalizations” plans. People don’t see any “rationale” behind the new service standards, operational changes or the absurd consolidations and closing of plants and facilities across the Country. These constant changes have led to many in management being bitter, and insecure; and in turn has caused everyones nerves to be knotted in frustration and dissatisfaction.

Because of management’s inability to maintain a stable, rational work environment; a toxin of disfunction has developed, bubbled and bursted; into an atmosphere of ruthless disdain; and in some cases...maybe even some kind of weird, psychological jubilation for some managers and supervisors.

Everyone from the Mailhandler to the Letter Carrier, to the Clerks to the Custodians, ET’s; and even the new hires; MHA, CCA, and PSE (name the alphabet people) are wondering what the hell is the Postal Service doing and why are they so abusive about.

What’s happening here is that Postal management in its haste and desperate attempts to change and keep

up with the times; has place such a tight noose around their necks, it has put them in some type of blackout or coma far, far away from any common sense or rational decision making.

Thrown under the bus in all of this disfunction is the worker of course. The ones who litterly move the mail and know the operations best. The ones who hit the clock everyday ready to work and remain loyal through the consant changes and the odd decision making of the SDO’s, MDO’s, Plant Managers and those Postal big wigs in the Washington ivory tower.

Throughout all of this madness, verbal abuse, and insensitivity to one’s personal being, are the employees undying devotion to making sure that the work they perform on a daily basis in every operation they work in...and no matter what bone-headed or illogical decision made by management...the worker somehow makes it work. For sure, this is no easy feat.

But, what’s sad here is that our voices have always fallen on deaf ears. No matter how many “Voice of Employee” surveys used, and no matter how... with every new manager that’s shows up; (without introduction by the way) and says “Oh by they way...”if you see something please bring it to my attention”...or this famous line “I have an open door policy”. The funny thing is that when you do start pointing out the missteps and the bad decisions; that’s when the disrespect card comes into played . Now the door is closed...they start to walk the other way when they see you, or they kill you off completely by planting the seeds of doubt in the minds of your co-worker. (the co-worker thing is the untillmate disrespect of all).

It’s sad to say that abusing workers seems to be rooted in the Postal Service’s DNA. Like I said; I’ve been in this service for 30 years, and I’ve seen it all; but not like it is now. It’s really bad.

So the question is...what’s the next step in this ongoing “I don’t get no respect” issue? Well...let’s go back to the Morgan meeting. There, this Mailhandler said... that for every action...there’s a reaction. So respect is a two way street. He said that all parties (worker and management) have to respect each other. I for one totally agree with that because all managers and supervisors are not bullies; some are just pressured into being one. I mean, look at your 204B’s...look

how management have trained them to be little monsters. A mirror image of a disrespectful..well...you know what I mean.

So what's the alternativive? Well, we could go through the grievance process, redress or mediation; if this is the only way to start the conversation or method of gaining some control over this whole dignity and respect issue. But why do we always have to go the pen and paper route when we all know better.

We are human beings with emotions. We all work hard to maintain our personal amenities and our persoanal image. We all work for this Postal orgainzation and want to see it succeed. The commonality we have of taking care of family, wanting job security and maintaining a healthy life-style has to be our saving grace. Also... and man...I really have to say this... we've all observed some pretty nasty stuff related to worker to worker abuse. And that has to be addressed too.

We all have to start trying at some point to fix this dignity and respect issue because its way out of control. It's not a you thing, a me thing or a union thing alone. There has to be a solid effort made from all of us, to treat each other with the respect that each and every one of us deserves. Everyone wants to be valued and feel like their opinons and lives are worth something.

And so, I close my article now with this...a quote from a man who always worked towards moving the Country and people forward in a positive light... in the words of President Theodore Roosevelt; "Nothing worth having was ever achieved without effort." Amen to that folks!



Linda Yancey is the Recording Secretary for Local 300. Linda is a Mail Handler working in the Queens P&DC.



OWCP- Injured On the Job?

by Ray Bermudez

COP. Unfortunately, some of our sisters and brothers, have and will experience during their career an on the job injury. COP, or continuation of pay, is an option available to the employee when completing a CA1 form. A CA1, is the department of labor form the employer uses when an employee suffers a traumatic injury. A traumatic injury is defined as an injury that occurs at work on the clock.

Always, and I mean always report an on the job injury immediately! Do not hesitate. It may happen close to end tour or right before lunch. Do not wait. Report it to the nearest supervisor and/or manager. If someone witnessed the injury, get them to provide you a statement as soon as possible. Get immediate medical attention. Often, this means the employer will have you transported to the closest hospital ER.

Please do not delay in reporting the injury. The longer the delay , the more ammunition you will provide the employer to controvert or challenge your claim. Always, request your union rep. You want someone with you who is looking out for your interest. Do not accept what the employer tells you as absolute and accurate. They are only interested in getting you back to work ASAP.

You always have the option to select your physician to treat you. Make sure the physician you select accepts Workers Compensation. Do not delay in getting treatment from the physician.

COP, when selected by the employee, and YOU SHOULD ALWAYS SELECT COP, continues the employee's salary for 45 calendar days from the date of the injury without using her/his leave. There are some exceptions. The first 3 days after the date of injury are not COP if the initial absence does not exceed 14 days. The employee would use her/his sick, annual, or LWOP for the first 3 days. If the absence exceeds 14 days, then the first 3 days would be covered under COP. Another exception is if the Office of Workers Compensation decides the injury is not a traumatic injury but an occupational injury. COP would not apply to an occupational injury.

Once 45 calendar days have passed, COP ends and the employee must now submit a CA7 form for wage loss. Compensation for lost wages is fixed at 75% of the employee's pay if they have dependents. 66 and two thirds without dependents. Night differential is included. This payment is tax free.



Taking back our Union, It rightfully belongs to US

by Yvette Marcenia Johnson

- NY State Executive Board Member, Brooklyn Branch President

I am currently serving my first elected term as the New York State Executive Board member. Prior to being elected, I was appointed to the position and during my appointment I have attended several branch meetings and visited several branches as well. At each of these visits the message from our members is primarily the same, what happens if my facility is consolidated and I am excessed? Genuine concerns that cause our members angst.

I have also had the pleasure of assisting my brothers Stan Howard, (former Branch President of JFK) and Trevor Stuart, Branch President of Flushing with their Local Negotiations.

The message is abundantly clear, Its time for US to take back what rightfully belongs to Us and it's Our Union!!!!

For too long we have allowed the PMG and his crew of Postal Service Managers to control our destiny. The news media and Conservative Politicians also paint a bad picture of Unions with their one sided opinions and their negative views of the Union. It's as if we are crash car dummies and we keep allowing them to test

drive us right into the same walls over and over again. Its time out! We need to be in the driver's seat.

How can that be done? *Through the education of members on our contract.* Every member has received a copy of our contract and within the contract we have a base line education on how to resolve issues in the workplace, grievance handling, and our economic benefits.

It is the responsibility of You and I to police and patrol our contract. Most of the time the members are the first ones to witness the violation and once they notify the Shop Steward that our contract is being violated it then becomes the responsibility of the Union to file a grievance for the violation.

Once the rules have been violated by Management this gives the Union the right to file a protest or in many instances a grievance. A grievance can represent a group of Mail handlers or an individual.

My sisiters and brothers, take back our Union!
Join the fight!!!



Blast from the past:

Can any of you identify with the equipment in the picture? SR, L Belt, and Nutty truck. This picture is from the late 1980's at 185 West John St. Hicksville, NY. Some of the Mail Handlers: Vinny "Catman", Jerry Miller, John Freytag, Dane Axen, Juan Torres, Chuck Mikeulewicz, Phil Henne, "Tito" Morris

John Dausner - Retirement Local 300 Officer from JFK

John Dausner has an extensive history of dedication to Local 300 Mail handlers Union. Brother Dausner started out graduating from Archbishop Molloy and then served in the USMC (HQ Battalion, 3rd Marine Division) as a Vietnam Veteran who was honorably discharged as a Staff Sergeant E-6.

Brother Dausner began his postal career as AMC/ JFK Mail handler in 1974 and became a shop steward and Chief Steward as far back as 1981. Dausner was the JFK Branch President (then Administrative Vice President) from 1984 to 1996. Also Dausner was duly elected as Recording Secretary from 1996 to 1999. He remained as a Chief Steward for Tour 1 for 18 years. He served as an Arbitration Advocate for both Expedited and Regional cases since 1988.

Brother Dausner was elected as delegate to NPMHU Conventions 1992, 1996 and 1996 LIUNA Convention. Dausner also served as Technical Advisor to the President at the 1987 NPMHU

Conference leading to a new democratic "Reform Constitution" of 1988 and Rank and File elections of National Union Officers. He had also completed training in various courses such as Advanced Arbitration Advocate Courses and Cornell Arbitration courses that would eventually benefit the membership in his leadership role at JFK.

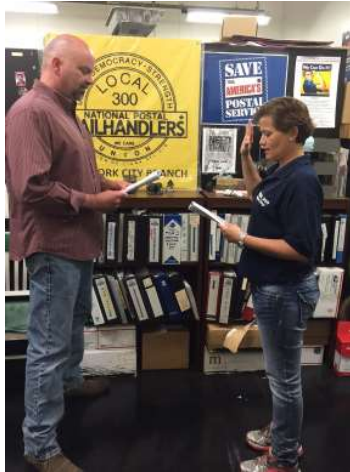
John Dausner has diligently worked and had made a difference in Local 300. John was very instrumental in voting for changes in our National Constitution. John was outspoken about issues that he truly believed in. He authored some of the largest casual grievance settlements in the Brooklyn/Queens division (one of many that had resulted in 2.3 million dollars). He had participated in numerous rallies and demonstrations since 1981.

After serving the Local 300 faithfully for so long, we commend this mail handler for all that he has done, we wish him all the best in his new venture into retirement.



John Dausner (pictured in the center) with friends, stewards, and officers from JFK for his retirement

Meetings, Events, and Activities - Around LOCAL 300



Left: Local 300 President Kevin Tabarus swears in Irene Delgado as the Branch President of NYC.



Above: Local 300 Local Council Meeting in progress. April 2015. Officers from the tri state area in attendance.

JFK Branch Meeting. Lucy Lombardo addresses the membership. Below:



Westchester branch meeting. Branch President Tony York speaks while members and the executive board attend.



right and below:



Stamford Ct branch meeting. Members listen to National President Paul Hogrogian speak.



Left and above:





Local 300 Members with their family and friends, enjoy the
J-E-T-S
JETS, JETS, JETS!
Game at Met Life Stadium.

The NY Jets were hosting the Jacksonville Jaguars to the delight of Local 300 members. It was a clear, bright, and brisk day, just the right stuff to play football.





National President Paul Hogrogian swears in Kevin Tabarus as our new Local 300 President.



National President Paul Hogrogian swears in Wilfredo Delgado as our new Local 300 Treasurer.

Local 300 Mets game outing at Citifield. Members and their families and friends witnessed history in the making as this game marked the first time a New York Met player hit three home runs in a home game!

LETS GO METS!





Local 300 Members along with family and friends are "recognized" at Yankee Stadium at our yearly outing.



"Power Forwards" of Local 300 take center court at Madison Square Garden. Yvette Johnson, Lucy Lombardo, and Minerva Fuentes.

The Greater Newark P&DC holds its branch meeting. Local 300 President Kevin Tabarus, Local 300 Vice President Tom Reid, Local 300 NJSEB Charles Price, and Branch President Alex Frazier sit at the front table while members listen.



National President Paul Hogrogian!

Officers, stewards, members, friends, and family gather at a party to wish Paul all the best as he prepares to move on to the National as President.



Local 300 Executive Board gathers one more time for a photo before Paul ascends to the National.

New Local 300 President Kevin Tabarus, thanking Paul for his years of service to Local 300. Also, pleased that we were able to persuade him to step away from his desk for moment to honor him with this surprise gathering



National Postal Mail Handlers Union
Div. of LIUNA, AFL-CIO - LOCAL 300

PAUL HOGROGIAN
Vice President

National Post Office Mail Handlers Union
Div. of LIUNA, AFL-CIO - LOCAL 300

PAUL HOGROGIAN
Recording Secretary

212-431-0040 401 Broadway, Suite 1400
New York, New York 10013

NATIONAL POSTAL MAILHANDLERS UNION

PAUL HOGROGIAN
Local 300 President

Vice President
Northeast Region

111 John Street - Suite 710
New York, NY 10038

Phone: (212) 431-0040
Fax: (212) 941-6499

PAUL HOGROGIAN
President

"An Injury to One
Is An Injury to All"
Broadway, #1400
New York, NY 10013



NYC BRanch (Morgan) Chief Steward Joe Palau reads a tribute to Paul as Local 300 officers listen.



Local 300 President Paul Hogrogian and Local 300 Recording Secretary Linda Yancey



Paul is memorialized in laser etching for posterity.

**We will miss you Paul.
But the national
membership will benefit
with you at the helm.**

Labor Day Parade.

Members, family, and friends of Local 300 stand in solidarity prepared to march at the Labor Day Parade in New York City. September 2015.

Right:



Local 300 Treasurer Willie Delgado, NYC Branch President Irene Delgado, Morgan P&DC steward Joe Palau, and steward Shirley Ramos stand in solidarity beaming with Union pride.

left:

Local 300 members along with their families, gather for a group photo. As you can see, Union solidarity has no age restrictions. Our little ones stand with us to support the importance of labor unions. We unite to remind everyone that without the sacrifice of labor unions, we would not thrive.

Long live Labor!





Local 300 Officers and members turn out to protest the Service Standard changes under the guise of "Network Rationalization Plan".

Local 300 members brave the chill in the air and management's yet colder attitude toward its employees by protesting closures of post offices.



Local 300 continues to challenge the disrespect and indifference USPS management shows its craft employees with their proposed closures and consolidations of numerous postal facilities, service standard changes that will delay the mail, and the disruption of thousands of employee's lives with the ill conceived "Network Rationalization Plan". Local 300 puts the news out to not only its members, but the general public as well, to clearly show that the real harm to the US Mail are the managers that are in charge.





Local 300 President Kevin Tabarus speaks at the "Day of Protest". Members throughout the Local 300 tri state area showed up to be heard. Preserve our service, preserve our jobs, preserve our future.

Preserve Our Jobs!



DVD Branch Meeting: March 2016.

Executive Board brings DVD members up to speed regarding the USPS's plans on consolidation and closures.



Advanced Steward Training Class - March 31st 2016

Kevin Tabarus, Tom Reid, Yvette Johnson, Tom Ruther, Willie Delgado, Ray Bermudez, Janet Hurdle, Alan Sacks, Madeline Fisher-Jordan, Tanya Elder, Linda Gibbs, Nina Hinton, Micelle Draganigos, Saieda Brown, Theresa Stuart, Peter Chan, Lenora Brunson-O'Neal, Al Conyers, Megan Ford, Alex Frazier, Dwayne Sapp, Annesia Williams-Arnold, Donna Gale, Ricky Gonzales, Melissa Irby, David Denton, Latina Crenshaw, Westley Gasby, Crystal Cuthbertson, Colette Scales, Larry Jellinek, and Mark Chandler.



Local 300 Vice President Tom Reid discussing article 12 and expedited bidding.



**Knowledge
is Power.
Power
to our
Members.**

Advanced Shop Steward Training-July 2015



Attendees: John Gibson, Yvette Johnson, Wilfredo Delgado, Tony York, Ray Bermudez, Angelo Lovgren, Tom Ruther, Ron Sordero, Robert Lussos, Peter Bilotta, Tim Dwyer, Tom Reid, Trevor Stuart, Dawn Licata, Irene Delgado, Lucy Lombardo, Charles Price, Kevin Tabarus.

NPMHU Legislative Conference May 2015 - Washington, DC



Local 300 Treasurer Willie Delgado, Congresswoman Grace Cheng, Local 300 President Kevin Tabarus, and NYSEB and Brooklyn Branch President Yvette Johnson



Local 300 Vice President Tom Reid, NYSEB and Brooklyn Branch President Yvette Johnson, NY Congressman Steve Israel, Local 300 President Kevin Tabarus, and Local 300 Treasurer Willie Delgado.



Local 300 Treasurer Willie Delgado, Local 300 President Kevin Tabarus, NPMHU National President Paul Hogrogian and Northeast Region Vice President David E Wilkin have a debate with Senator Schumer in the halls of Congress.



Local 300 President Kevin Tabarus, NYSEB and Brooklyn Branch President Yvette Johnson, Local 300 Treasurer, and Local 300 Vice President Tom Reid, take a picture with Congresswoman Nadia Vasquez



NJ State Senator (D), Cory Booker, takes a moment from his busy schedule for a selfie with Local 300 Vice President Tom Reid and former Local 300 Vice President and now Assistant to the National President of the NPMHU, Bobby Blum.

NLRB and RI 399 Training - June 2016

On June 16th and 17th, Local 300 held an extremely informative new training program. The NLRB gave an informative presentation on a their process and how it applies to the NPMHU. The second part of the day focused on our ongoing issues with jurisdictional disputes, such as clerks doing Mail Handler work (RI399 LDRC). The training was presented by Local 300 President Kevin Tabarus, NPMHU NE Regional Director (RDRC rep.) Tom Ruther, Local 300 RI399 LDRC Representatives: NYSEBM & Brooklyn Branch President - Yvette Johnson, DVD Branch President (OWCP Specialist) - Ray Bermudez, Western Nassau Steward (Former ISC-JFK Branch President) - Stan Howard.



Attending the training on June 16th were: Tommy Reid - VP, Wilfredo Delgado - Treasurer, Bethpage: Alan Sacks & Frank Schultz, Brooklyn: Kim Pinkney & David Dyall, DVD: Angelo Lovgren & Shawn Gordon, Flushing: Jessie Lewis, Mid Island: Bob Lussos (BP) & Dennis Weinheim, NDC: Charlie Callaghan, Marie Chery, Terry Flynn (BP), Michelle Kimber-Sadler, Lenora Brunson-O'Neill, Pat GilMartin, NYC: Shirley Ramos, Westley Gasby, Irene Delgado (BP), and Annesia Williams-Arnold.



Attending the training on June 17th were: Tommy Reid - VP, Bethpage: Dawn Licata (BP) & Janet Hurdle, Brooklyn: Atika Muhammad & Howard Spindler, Flushing: Cecil Lyte & Roland Philips, Greater Newark: Alex Frazier (BP) & Latina Crenshaw, JFK: Dan Danzo, Peter Chan, & Lucy Lombardo (BP), NYC Joe Palau & Donna Gale, Stamford Ron Sodaro (BP), Teterboro: Larry Jellinek & Mark Chandler, Westchester: Tony Allen, Tracey Grooms, Tony York (BP), and Shelia Bailey

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 Pecklers sustained a removal to an MHA for allegedly committing trespassing and attempted theft of a private vendor at the DVD P&DC. The arbitrator ruled the USPS violated the terms of the contract when it failed to provide copies of the video to the Union. Arbitrator Pecklers refused to allow the video into the record. The MHA was reinstated and made whole. Congratulations to Angelo Lovgren who advocated for the Union and Tour 1 Chief Steward Frank Russomanno who filed the grievance.

Arbitrator Wooters ruled a grievance arbitrable for an MHA working in the Greater Newark P&DC. The USPS attempted to claim that the Union cannot grieve the non reappointment of an MHA and the grievance is not arbitrable. Arbitrator Wooters rebuffed the USPS argument and allowed the grievance to be heard. Congratulations to Local 300 NJ State Representative Charles Price the advocate for the case and Branch President Alex Frazier who filed the grievance.

Arbitrator Sarah Cannon Holden ruled the USPS did not have just cause to issue a notice of removal to a mail handler at White Plains. Arbitrator Holden stated that there was no loss to the USPS or disruption in mail flow. Congratulations to Anthony York for filing and advocating the grievance.

Arbitrator Linda Chin sustained a grievance for a letter of demand issued to a mail handler at Morgan. Arbitrator Chin wrote in her decision that the ELM is very clear when it directed that the letter must inform the employee that she/he may pursue one or more of the following options... to avoid salary offsets. Congratulations to Al DiPaizza who advocated the case & Chief Steward Joe Palau.

Arbitrator Garry Wooters sustained a grievance for management failing to make every effort to find suitable work for light duty employees before sending them home in Brooklyn. In his decision, arbitrator Wooters wrote it was clear the management did not consider work in other crafts nor contact other facilities. Congratulations to Yvette Johnson who advocated for the union and the stewards from Brooklyn who compiled the evidence for the Union.

Arbitrator Itzla sustained a safety grievance regarding the use of a shepherd hook for clearing jams on the IDR at DVD P&DC. Arbitrator Itzla ruled that it was solely the mail handlers's discretion whether he/she could use the hook to clear a jam on the IDR. Congratulations to Angelo Lovgren who advocated the grievance and Branch President Ray Bermudez who filed the grievance.

Arbitrator Joseph Harris sustained a grievance in Mid Island P&DC when the USPS unilaterally altered the break time of a mail handler. Arbitrator Harris stated that the USPS changed a mail handler's break time without notifying and discussing the change with the Union prior to implementation and clearly violated

article 5 of the contract and the local agreement. Congratulations to Branch President Robert Lussos the advocate for the Union.

Arbitrator Linda Chin sustained a grievance when a mail handler was bypassed for overtime from the NJ NDC. Arbitrator Chin wrote that the USPS had failed to rebut any of the Unions arguments and its objection to untimeliness had no merit. Congratulations to Tom Mullahey who advocated for the Union.

Arbitrator Amy Itzla sustained a grievance for administrative leave at Bethpage P&DC for February 8 and 9 2013. Arbitrator Itzla wrote in her award that the plant manager was the problem in the handling of this grievance. His position changed throughout the grievance process. Congratulations to Kevin Tabarus, Local President, who advocated the case and Dawn Licata Branch President.

Arbitrator Sarah Cannon Holden sustained a grievance at the Mid Island P&DC for violation of the Fishgold Award by hiring new casuals during the transition period. Congratulations to Branch President Robert Lussos who advocated the case for the Union.

Arbitrator Sarah Cannon Holden sustained a grievance out of DVD P&DC for a supervisor violating the joint statement on violence and behavior in the workplace. Arbitrator Holden stated the supervisor through her own testimony has a short fuse. The supervisor should be looking for ways to defuse a situation, not contribute to it. Congratulations to Branch President

Recent Arbitration Decisions

Ray Bermudez for advocating the grievance.

Arbitrator Tierney sustained a grievance for a mail handler that was kept out of work for an excessive period of time while management conducted its investigation at Morgan P&DC. Arbitrator Tierney awarded a make whole remedy. Congratulations to Alfred DiPiazza who advocated for the Union.

Arbitrator Sarah Cannon Holden sustained a grievance from Mid Island P&DC. The arbitrator wrote the USPS violated the contract and the MOU on light duty bidding when it denied two mail handler an opportunity to bid. Arbitrator Holden ruled that the documentation provided by the mail handlers in question met the burden required in the MOU and contract. Congratulations to Branch President Robert Lussos who advocated the grievance.

Arbitrator Wooters sustained a grievance in DVD P&DC regarding the removal of a mail handler who was injured on duty. Arbitrator Wooters wrote in his award that if not for a series of actions which led to the notice of removal which were later reversed the grievant would have not been placed to this level of discipline. Arbitrator Wooters sustained the grievance and made whole the mail handler. Congratulations to Angelo Lovgren who advocated the grievance and shop steward Mahdi Abu Abdur Rashid who filed the grievance.

Arbitrator Joseph Harris sustained a grievance from ISC - JFK for administrative leave for January 21st 2014. Arbitrator Harris wrote in his award that management did not properly investigate each request for administrative leave. Congratulations to Yvette Johnson who advocated the case and Branch President Lucy Lombardo.

Arbitrator Joseph Harris sustained a grievance in Mid Island P&DC. The USPS violated a previous arbitration award pertaining to Mid Island when it denied the Union an opportunity to inspect the yard monthly. Arbitrator Harris wrote that the USPS did violate the previous arbitration award and the USPS must allow the Union to inspect the yard once a month even if the Union cancels an inspection. Congratulations to Branch President Robert Lussos for advocating the grievance and steward Robert Cappuccio for his testimony on behalf of the Union.

Arbitrator Sarah Cannon Holden sustained a grievance out of DVD P&DC with regards to an emergency placement of a mail handler. Arbitrator Holden writes in her decision that once the situation that led to the emergency placement has been defused, the USPS must return the employee to work or take further action. The USPS cannot leave the mail handler out in limbo without acting. The arbitrator awarded the mail handler back pay for the excessive time out. Congratulations to Branch President Ray Bermudez for advocating the grievance and steward Nina Hinton for filing the grievance.

Arbitrator Michael Pecklers sustained a grievance from Mid Island P&DC with regards to the removal of an MHA. Arbitrator Pecklers ruled the USPS violated the contract and just cause when they issued a notice of removal. Arbitrator Pecklers ordered the MHA returned to work and a make whole remedy. Congratulations to Branch President Robert Lussos for advocating the grievance.

Arbitrator Wooters sustained a grievance from Brooklyn P&DC with regards to the emergency placement of a mail handler. Arbitrator Wooters writes in his decision that there was very little evidence that the mail handler presented any threat to postal property or employees. Congratulations to Mark Williams, chief steward and advocate for this grievance.

Arbitrator Wooters sustained a grievance from DVD P&DC with regards to a notice of 14 day suspension to a mail handler for allegedly failing to report an injury and working in an unsafe manner. Arbitrator Wooters wrote that there was simply no evidence supporting the USPS allegations. Arbitrator Wooters ordered the suspension rescinded from the mail handler's record and made whole for all losses. Congratulations to Angelo Lovgren for advocating the grievance.

Arbitrator Linda Chin sustained a grievance from Mid Island P&DC for a letter of warning issued to a mail handler. Arbitrator Chin wrote in her award that the USPS could not prove that any discussion was given to a mail handler for approximately two (2) years. Congratulations goes to

Recent Arbitrations

Branch President Robert Lussos who advocated the case for the Union.

Arbitrator Michael Pecklers sustained a grievance from Stamford P&DC. Arbitrator Pecklers awarded administrative leave to all tour 1 Mail Handlers. The arbitrator wrote that the USPS failed to make an inquiry as required in the ELM of employees who failed to report to work. The union also established that the storm in question constituted an act of GOD rising to the level of a community disaster. Congratulations to Don Utz, the advocate for Local 300.

Arbitrator Frank Giordano sustained a grievance from JFK/ISC. Arbitrator Giordano granted administrative leave to all mail handlers who could not report to work due to the storm. Arbitrator Giordano writes in his award the USPS failed in their obligation to make inquiry of the employees who could not report to work. Congratulations to NYSEB Yvette Johnson who advocated the grievance and Branch President Lucy Lombardo.

Arbitrator Frank Giordano sustained a grievance from the Greater Newark P&DC. Arbitrator Giordano reinstated a mail handler that had been removed. Arbitrator Giordano writes that the USPS had failed to conduct a pre disciplinary interview and violated the mail handler's due process rights. Congratulations to NJSEB Charles Price who advocated the grievance.

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

"You Can't Make This Up!"

By Michael Kerper, Federal Prep

We tend to feel that our knowledge and wisdom grows with our age. That we see more, and understand more of what we see is an automatic part of the aging process. However, as it turns out, some things are just unexplainable, and, unbelievable!

This is the story of Bill. Bill was a proud servant in the Postal Service in Philadelphia. A Union member in good standing and by all accounts, a good guy! Unfortunately, Bill passed away this past summer.

Some of you may have attended a Retirement and Benefits seminar offered through Local 300, conducted by Federal Prep. During that class, we teach postal employees about things like CSRS and FERS...the pros and cons of the two systems and how the basic calculations work. That seems to be the focus of most of the folks that attend our classes. It's the age old question "What's in it for ME?!" But maybe, the more important question is "What's in it for my family???"

It seems silly to say that most people care about their spouses and children. Most of us do. Some do not. And that's ok. However, the case of Bill's death clearly illustrates how a lack of attention and planning, combined with two government agencies that are passed the buck, can really cause a nightmare! Here is what happened...

Bill passed away last July. Bill probably thought that he had things in order. He was not married (divorced) and had no children. His closest living relative was his brother, Don. Bill didn't have a will! He didn't think he needed one. After all, he only had one relative. Something as simple as a will that you can do on the internet, was never done. So Don had to petition the courts to allow him to become the administrator of the Bill's estate! Ok, that was not the roughest thing, but it is a bit expensive and there are attorneys and fees involved. Now, we are into August, and Don can obtain a death certificate.

Don proceeds to call Shared Services. He is assigned to a very nice lady who is a bereavement counselor. She helps Don fill out the necessary paperwork to separate Bill from service, much like retirement papers, along with the Thrift Savings Plan paperwork. To everyone's amazement, the government pays Bill's Government Life insurance benefit in short order. This is good, as Don has medical bills and many final expenses to pay. Now is where the story gets ugly.

Don is waiting for Bill's TSP Death Benefit to be paid. Also unpaid is Bill's unused Annual Leave. After repeated calls to TSP, Don is told that USPS Shared Services has NOT send the "death code". In other words, even though TSP had a death certificate, Bill is not "officially" dead, and therefore TSP cannot process the claim and release Bill's money to Don.

I know. This is crazy. And it goes round and round like this until I was contacted by a Local Union President. He alerted me to what was going on and gave me permission to call Don. As soon as Don gave me the whole story, I started to dig. First with TSP. TSP said it was USPS Shared Services that was responsible to provide the death code. The official death certificate did not officially mean Bill was dead. TSP needed USPS Shared Services to tell them that Bill was officially dead. So I called Shared Services. They said "we don't have a death code". I said that's crazy. TSP is telling Don that they are waiting for a code that USPS Shared Services says does not exist. Back to calling TSP. TSP insists that there is a death code! Back to USPS Shared Services. I spoke to a supervisor on the phone. Same story. Back to TSP. Back to USPS Shared services, where FINALLY someone agreed there was a death code!!!! Shared Services transmitted the code to TSP. The claim was then processed. 4 months of HELL!

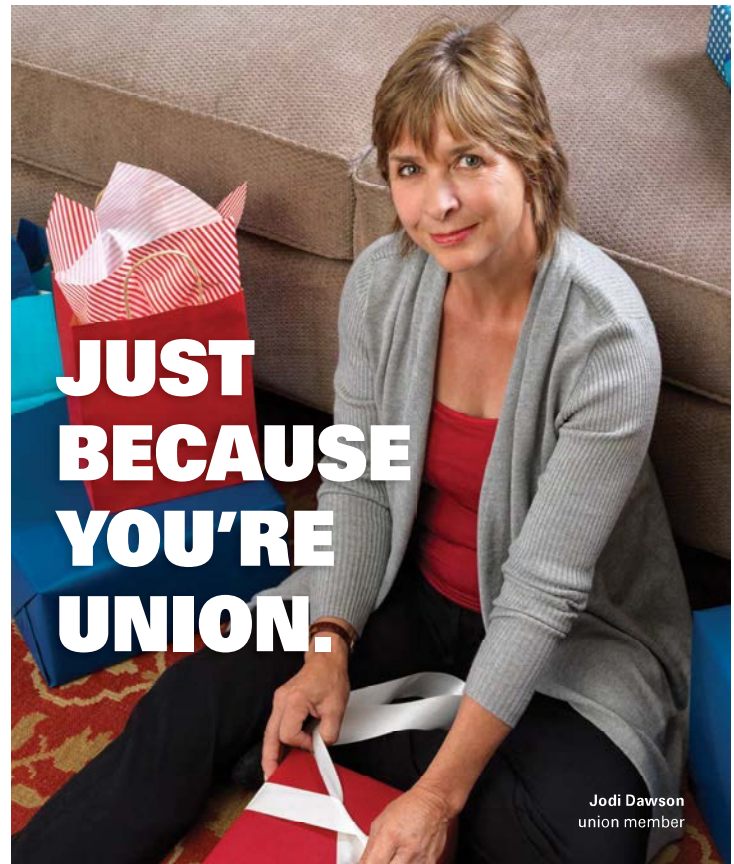
Now, backing up the train, why wasn't a code sent originally, and what happened to the unpaid annual leave? The reason is that after the paperwork was received and the life insurance paid, Bill was REACTIVATED! Why? Because his last day in pay status was submitted incorrectly and his final paycheck couldn't be issued. The problem was they forgot to switch him back!!

"You Can't Make This UP!!!"

So, how can YOU prevent these things from happening to YOUR family? It's easy. Attend one of our classes. Take notes. Call our office for YOUR FREE CONSULTATION! Don't be afraid, we don't bite. All we will do is save your family time, money,

and heartache. Don said to me after I helped him, "I wish that my brother and I knew you before all of this happened". Now, all of you know. It's a new year. Take care of your stuff. Your family is depending on you, so do not let them down.

Michael Kerper is the Chairman and C.E.O. of Federal Prep, Inc. With locations in New York, PA and Virginia, their firm specializes in income tax preparation, retirement and benefits for employees of all Federal Agencies. Their contact information is 1-855-MYTAX99 or www.federalprep.com.



Jodi Dawson
union member

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Mail Handler Wage Rates -- Effective November 14, 2015 (PP25-2015)
Table 2 - Applicable to Career Appointments on or after February 15, 2013

Grade 4							Grade 5						
Weeks in		FTR and PTR					Weeks in		FTR and PTR				
Step	Step	Annual	Bi-Weekly	Hourly	Overtime	PTF Hourly	Step	Step	Annual	Bi-Weekly	Hourly	Overtime	PTF Hourly
52	BB	\$32,290	\$1,242	\$15.52	\$23.29	\$16.15	52	BB	\$33,765	\$1,299	\$16.23	\$24.35	\$16.88
52	AA	\$33,698	\$1,296	\$16.20	\$24.30	\$16.85	52	AA	\$35,148	\$1,352	\$16.90	\$25.35	\$17.57
52	A	\$35,105	\$1,350	\$16.88	\$25.32	\$17.55	52	A	\$36,532	\$1,405	\$17.56	\$26.34	\$18.27
52	B	\$36,513	\$1,404	\$17.55	\$26.33	\$18.26	52	B	\$37,917	\$1,458	\$18.23	\$27.34	\$18.96
52	C	\$37,920	\$1,458	\$18.23	\$27.35	\$18.96	52	C	\$39,300	\$1,512	\$18.89	\$28.34	\$19.65
52	D	\$39,329	\$1,513	\$18.91	\$28.36	\$19.66	52	D	\$40,684	\$1,565	\$19.56	\$29.34	\$20.34
52	E	\$40,737	\$1,567	\$19.59	\$29.38	\$20.37	52	E	\$42,068	\$1,618	\$20.22	\$30.34	\$21.03
52	F	\$42,144	\$1,621	\$20.26	\$30.39	\$21.07	52	F	\$43,452	\$1,671	\$20.89	\$31.34	\$21.73
52	G	\$43,553	\$1,675	\$20.94	\$31.41	\$21.78	52	G	\$44,835	\$1,724	\$21.56	\$32.33	\$22.42
52	H	\$44,961	\$1,729	\$21.62	\$32.42	\$22.48	52	H	\$46,220	\$1,778	\$22.22	\$33.33	\$23.11
52	I	\$46,367	\$1,783	\$22.29	\$33.44	\$23.18	52	I	\$47,602	\$1,831	\$22.89	\$34.33	\$23.80
52	J	\$47,774	\$1,837	\$22.97	\$34.45	\$23.89	52	J	\$48,987	\$1,884	\$23.55	\$35.33	\$24.49
52	K	\$49,184	\$1,892	\$23.65	\$35.47	\$24.59	52	K	\$50,372	\$1,937	\$24.22	\$36.33	\$25.19
52	L	\$50,590	\$1,946	\$24.32	\$36.48	\$25.30	52	L	\$51,754	\$1,991	\$24.88	\$37.32	\$25.88
52	M	\$51,998	\$2,000	\$25.00	\$37.50	\$26.00	52	M	\$53,139	\$2,044	\$25.55	\$38.32	\$26.57
52	N	\$53,406	\$2,054	\$25.68	\$38.51	\$26.70	52	N	\$54,523	\$2,097	\$26.21	\$39.32	\$27.26
52	O	\$54,814	\$2,108	\$26.35	\$39.53	\$27.41	52	O	\$55,906	\$2,150	\$26.88	\$40.32	\$27.95
52	P	\$56,222	\$2,162	\$27.03	\$40.54	\$28.11	52	P	\$57,290	\$2,203	\$27.54	\$41.32	\$28.65

Mail Handler Assistant (MHA) Hourly Wage Rates
Effective November 14, 2015 (PP25-2015)

MHA Grade 4 \$14.71
MHA Grade 5 \$15.51

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