

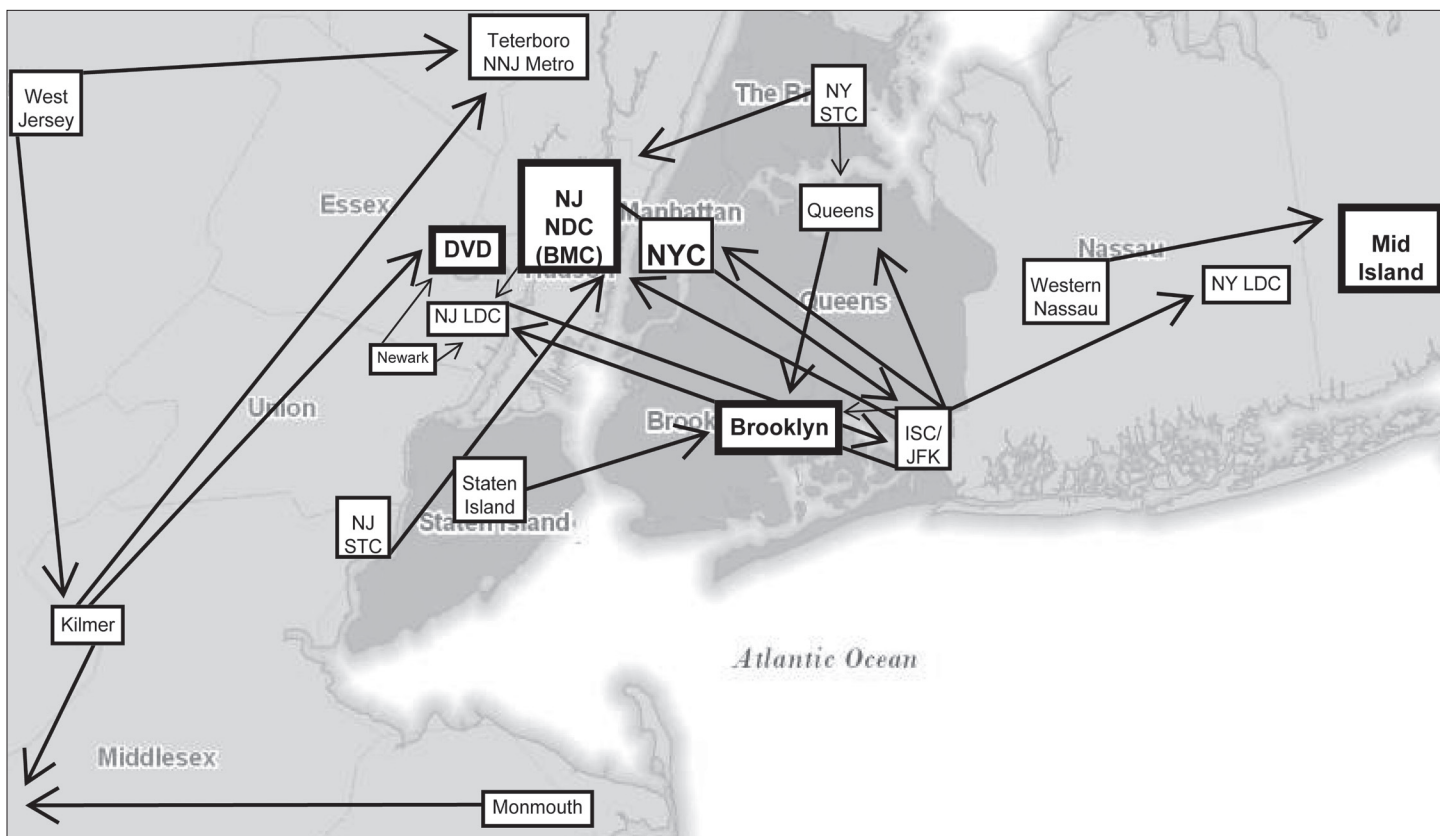


Local 300 Mail Handler News

National Postal Mail Handlers Union, AFL-CIO

Fall
2010

Plant Consolidations and Changes to Mail Processing Operations



***Does this plan look like it
makes any sense?***

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President's Report

By Paul Hogrogian

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

Area Mail Processing (AMP):

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

These plans included taking the outgoing operations out of Queens and Staten Island and moving them into the Brooklyn P & DC. The plans also included taking the outgoing operations out of Western Nassau and moving them into the Mid Island P & DC and taking the outgoing mail from Kilmer and moving it to DVD and Trenton.

The Postal Service's plans also included moving the incoming mail out of the West Jersey P & DC and moving it to North NJ Metro P & DC (Teterboro) and Kilmer. The implementation of this initiative will close the West Jersey P & DC.

The Postal Service is also implementing its plans to consolidate the Surface Transport Centers (STC) into the National Distributions Centers. The implementation of this plan will include the closing of the NJ STC in Carteret and the Bronx STC.

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

Staten Island to Brooklyn AMP

The Postal Service has completed its plans to move the Staten Island outgoing operations into Brooklyn. Their plan proposed the loss of 26 jobs (all crafts and non bargaining employees) including 7 Mail Handlers. Through negotiations, Local 300 ensured that not one Mail Handler was involuntarily reassigned off of Staten Island. I, along with other members of Local 300's Executive Board (Vice President Blum, Treasurer Tabarus and NY State EB Member Piacente) and Staten Island Chief Steward Vinny Sapone, met with the Staten Island Mail Handlers on several occasions to inform them as to what was transpiring, address their concerns and answer any questions that they may have concerning this event. While management stated that they had no intentions of closing the Staten Island plant, they would not rule out future consolidation plans involving the incoming mail.

Queens to Brooklyn AMP

As a companion to its Staten Island to Brooklyn consolidation plans, the Triboro District also completed the plan to move the Queens outgoing operations into Brooklyn. The plan proposed the loss of 116 jobs (all crafts and non bargaining employees) in the Flushing P & DC including over 40 Mail Handlers.

Once again Local 300 was able to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments. Through negotiations and senior

volunteers, only 3 Mail Handlers were involuntarily reassigned out of the Flushing Installation. Mail Handlers were reassigned to the Brooklyn P & DC (Involuntary and Voluntary) and to the Mid Island P & DC (Voluntary only). Only 3 Flushing Mail Handlers were involuntarily reassigned because of this initiative. The Union had hoped that more Mid Island positions would be offered since there were several more Flushing Mail Handlers who desired reassignments to Mid Island (who desperately needed Mail Handlers). However, in an extremely short cited move, Triboro Manager of Labor Relations James Lloyd insisted that most of the reassigned Mail Handlers HAD to go to Brooklyn and only after some arm twisting allowed only 5 Mail Handlers to go to Mid Island. Now the Postal Service is claiming that Mid Island is understaffed and Brooklyn is overstaffed.

Western Nassau to Mid Island AMP

The Postal Service also has implemented its plans to move the Western Nassau outgoing operations into Mid Island. The plan proposed the loss of 35 jobs, including 17 Mail Handlers. Through intense negotiations Local 300 was able to ensure that no Mail Handlers were reassigned out of Western Nassau. I, along with other members of Local 300's Executive Board (Vice President Blum, Treasurer Tabarus and NY State EB Member Piacente) and Western Nassau Branch President Peter Bilotta, met with Western Nassau Mail Handlers during several branch meetings to inform them as to

(Continued on Page 4)

President's Report(from Page 3)

what was transpiring, address their concerns and answer any questions that they may have concerning this event.

However, the Postal Service has now announced their plans to consolidate Western Nassau SPBS operations into only 1 Tour. The USPS informed Local 300 of their intention to excess six (6) Mail Handlers (4 FTRs and 2 PTFs) out of Western Nassau and into Mid Island. Local 300 was able to negotiate that number down to four (4) Mail Handlers (2 FTRs and 2 PTFs). This plan has been temporarily delayed because Western Nassau's outgoing mail has been temporarily returned from Mid Island as that installation installs its new 010 system.

Newark to DVD AMP

The Postal Service completed its plans to move the Newark incoming operations into DVD. Since the outgoing operations had already been consolidated into DVD, this effectively closed the Newark P & DC. Management has now staffed the remaining Newark customer service operations with 10 Mail Handlers.

Local 300 ensured that affected Mail Handlers were reassigned to "landing spots" within the Local Commuting Area and that inconvenience and dislocation was kept to an absolute minimum. Newark Mail Handlers were reassigned to NJ NDC (NJ1 & BMC), NJ L & DC (Kearny), Perth Amboy, NJ and Clifton, NJ.

Branch meetings in Newark were held, which I and other Local 300 Executive Board members (Vice President Blum, Treasurer Tabarus and NJ State EB Member Price) attended. The Newark members who attended these meetings were given detailed information concerning the

movement of Newark operations and information concerning their reassignments and their rights associated with those reassignments.

West Jersey to Teterboro and Kilmer AMP

The Postal Service is now in the process of implementing its plans to move the West Jersey incoming operations into Teterboro and Kilmer. Since the West Jersey outgoing operations have already been consolidated into DVD, this plan will close the West Jersey P & DC. West Jersey currently employs 93 Mail Handlers.

The Postal Service plans to cease mail processing operations in West Jersey P & DC by the end of September. Local 300 was able to ensure that our 93 Mail Handlers in West Jersey were offered nearby "landing spots" in order to ensure that any dislocation and inconvenience was kept to a minimum. The West Jersey Mail Handlers were offered positions in Summit (1 position), DVD, NJ NDC, Teterboro and Lehigh Valley, Pennsylvania. Since many of our West Jersey members live in Pennsylvania or near the Pennsylvania border, Local 300 representatives insisted that Lehigh Valley residuals be offered to the excessed West Jersey Mail Handlers. Thirteen (13) West Jersey Mail Handlers chose the Lehigh Valley option.

Vice President Blum and I attended a West Jersey "Town Hall" meeting on September 2, 2010. West Jersey members were given a comprehensive report about all the details associated with their reassignments.

Those West Jersey Mail Handlers who want to report early to their new assignments can do so on September 11. No Mail Handlers will have to leave West Jersey before September 25. Some Mail Handlers will remain

in West Jersey until the first week in October.

Kilmer to DVD and Trenton AMP

The Postal Service is also currently implementing the plans to move the Kilmer outgoing operations into DVD and Trenton.

Local 300 succeeded in its commitment to ensure that all dislocation and inconvenience to its members is kept to an absolute minimum. Only six (6) Kilmer Mail Handlers were reassigned as a result of this initiative and they were all senior volunteers (3 to DVD, 2 to Teterboro and 1 to Mid Island). The reassignments were effective August 28, 2010.

A branch meeting in Kilmer was held, which I and other Local 300 Executive Board members (Vice President Blum, Treasurer Tabarus and NJ State EB Member Price) along with Kilmer Branch President Thomas Hynes attended. The Kilmer members who attended these meetings were informed about the operations being moved out of and in to Kilmer and information concerning their reassignments and their rights associated with those reassignments. The Kilmer members were also briefed on the bids that would remain after the movement of the operations and the expedited selection of bids process that would be conducted on Tours 2 and 3.

NJ (Carteret) & NY (Bronx) Surface Transfer Centers (STC)

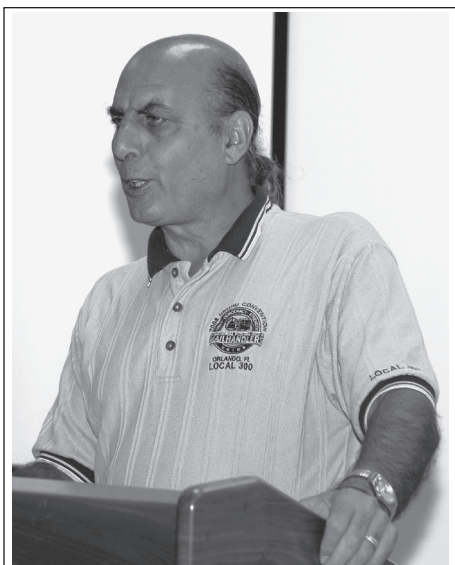
The USPS, as part of its network reorganization, is in the process of consolidating many of the operations currently being performed at the Surface Transfer Centers (STC) into the National Distribution Centers (NDC) where possible. Since the NDCs are designed to transport all classes of

mail (except Express Mail) on the same trucks and on the same network, the Postal Service is centralizing these operations. As a result of this consolidation and centralization of STC operations into the NJ NDC, the Postal Service is closing the NJ STC in Carteret and the NY STC in the Bronx.

Carteret STC

The NJ STC in Carteret ceased operations on August 16, 2010 when all mail processing operations were moved to the NJ NDC. The Carteret STC employed sixty-four (64) Mail Handlers. Sixty-two (62) Mail Handlers were involuntarily reassigned (with their Mail Handler seniority) to the NJ NDC while 1 Mail Handler chose to be involuntarily reassigned to Teterboro and another Mail Handler chose to be involuntarily reassigned to Stamford, Connecticut.

The Carteret members were kept well informed on the situation through a series of branch meetings and facility visits that were attended by me along with Vice President Robert Blum, Treasurer Kevin Tabarus, NJ State Executive Board Member Charlie Price as well as Carteret Branch President Megan Ford and NJ NDC Branch President Tom Mullahey.



Local President Paul Hogrogian reporting to the membership at a recent meeting

Bronx STC

The Postal Service announced their intention of closing the Bronx STC in March of 2010. Local 300 immediately called a meeting of the Bronx Branch to inform our Bronx members of the Postal Service's plans.

Since the Bronx STC is not a "stand alone" installation and is in fact part of the Bronx Installation which includes the Bronx P & DC, the DMU and several carrier stations, the implementation of the excessing process is much more complicated.

The Postal Service initially notified Local 300 that there were ninety-eight (98) excess Full Time Regular and nine (9) excess Part Time Flexible Mail Handlers as a result of their plans to close the Bronx STC. The Bronx Mail Handlers who were identified to be involuntarily reassigned were the junior ones from the combined Bronx Installation seniority list, not necessarily all the Mail Handlers from the STC. Those senior Mail Handlers from the Bronx STC who are not subject to involuntary reassignment will be allowed to bid, along with all other Mail Handlers who remain in the Bronx Installation, for the positions in the P & DC, DMU and the Stations that are vacated by the Mail Handlers who were reassigned out of the Bronx Installation.

Local 300 was able to negotiate the number of excess FTRs down from ninety-eight (98) to eighty-seven (87). However, finding suitable "landing spots" for these 87 Mail Handlers proved to be a most difficult task. At first the only positions being offered to the Mail Handlers designated for reassignment were 50 Mail Handlers positions in Mid Island and 5 Mail Handler positions in the NY L & DC in Bethpage. The only other positions being offered were custodial positions in Brooklyn and Mid Island.

After intense negotiations Local 300 ensured that the following Mail Handler positions were offered to the Bronx Mail Handlers: Morgan (5 positions), Madison Square Station (1 Position), JFK (19 positions), Brooklyn (5 positions), Teterboro (1 Position), NJ NDC (10 positions) and Mid Island (48 positions). While it is extremely unfortunate that *any* Bronx Mail Handler will be *forced* to go to Mid Island, it is the best that we could do since there simply weren't any other vacancies available to be offered.

The above positions were first offered to the "non-impacted" Mail Handlers. As a result of this solicitation, Eighteen (18) senior Mail Handlers volunteered to be reassigned in lieu of junior Mail Handlers. Therefore there remains sixty-nine (69) Bronx Mail Handlers still subject to involuntary reassignment.

Local 300 and the NY District and Northeast Area are still negotiating over the number of PTFs to be reassigned and their available "landing spots."

The Postal Service plans to cease mail processing operations at the Bronx STC on or about September 27.

Local 300 held two (2) Bronx Branch Meetings on September 3 (10AM to 12 PM and 4 PM to 6 PM) to keep the Bronx membership completely informed as to what was transpiring and to keep them informed of the options available to them and the rights that they have under the National Agreement.

I attended these meetings along with Vice President Blum, Treasurer Tabarus, Recording Secretary Yancey, NY State Executive Board Member Andy Piacente, NJ NDC Branch President Mullahey and Bronx Branch President Andre Spence.

(Continued on Page 6)

President's Report(from Page 5)**ISC-JFK / NJ L&DC / NY L&DC and Other Installations**

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

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

*"They are like
mad scientists.
They don't know
what they are
doing, but they
are in a hurry to
do it!"*

- Paul Hogrogian

Flat Sequencing System (FSS)

The Mail Handler craft has been designated the primary craft for most (almost all) of the functions on the new Flat Sequencing System (FSS). This craft designation determination for the FSS should result in the creation of many additional Mail Handler positions. Flat Sequencing Systems are scheduled to be installed in the NJI & BMC (4 machines), Mid Island (4 machines), Westchester (1 machine), Brooklyn (1 machine) and Stamford (1 machine) facilities sometime in 2011.

The Postal Service intends to start operating the FSS in the NJ NDC and in Mid Island before the end of the year.

National Reassessment Process (NRP) / OWCP

Phase II has been implemented in all districts within Local 300's jurisdiction.

Local 300's efforts have been successful so far in keeping many of our members out of this program. However, we continue to fight for those members who have been targeted and placed into the program. Local 300 will pursue appeals through the Grievance/Arbitration, MSPB and EEO forums.

Local 300 has established an NRP task force consisting of NJ NDC Branch President Tom Mullahey (co-chair), NYC Branch President Willie Delgado, JFK Branch President Stan Howard and myself. The Task Force has done an outstanding job in coordinating our approach and defense against the Postal Service's unjustified attacks on our ill and injured members.

Both Local 300 and the National Union will continue to closely monitor the situation and take whatever action is necessary to protect our members.

Should any Mail Handler receive a letter stating that they are to be included in the National Reassessment Process; Local 300 Headquarters should be contacted immediately.

Training

Local 300 has continued to implement its aggressive training programs.

Steward Training for new stewards was held in February 2010. National Shop Steward Trainer Sam D'Ambrosio and I provided the training.

Local 300 also presented an OWCP/NRP Training Program given by Zev Sapir, the District Director of the U. S. Department of Labor's OWCP Division of Federal Employees' Compensation. The training was held on July 28, 2010 at Local 300 Headquarters.

Local 300 will also provide a second Article 12/FMLA refresher training for Local 300 representatives in December.

Plans are also underway for several other trainings to be conducted throughout the following year.

Finances

Local 300 has continued to reduce our expenses while providing quality representation to our members. We continue to build up union funds to ensure that Local 300 will be able to continue to function while we face the problems that lie ahead. Local 300 is committed to continuing our cost cutting measures as both Regular and Associate membership continues to decline as a result of the Postal Service's downsizing initiatives. I assure all concerned that Local 300 will have the financial resources to ensure that we will be able to continue our aggressive enforcement of the National Agreement throughout the Grievance/Arbitration procedure.

Social and Recreational Activities

Local 300 has sponsored two (2) very successful and enjoyable social and recreational activities this summer.

On August 1, 2010, 450 Local 300 members, family members and friends attended Local 300's annual Rye Playland outing. The event was organized and coordinated by Recording Secretary/Women's Committee Chair Linda Yancey, JFK Branch President Stan Howard and Morgan Steward Joe Palau. Bronx

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time of year and rental locations

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WFF

Local 300 NRP Task Force



Local 300 has created a Task Force to address the National Reassessment Process. The NRP Task Force is chaired by Local 300 President Paul Hogrogian. Members also include Branch Presidents; Stan Howard - ISC/JFK, Tom Mullahey - NJI/BMC (NJNDC), and Willie Delgado - NYC. The Task Force will be meeting on a frequent basis at Local 300 Headquarters.

Searches on Postal Property

The USPS and the Inspection Service are conducting “random” searches at employee entrances at various postal installations throughout our area. The following information can be found on USPS Poster 7, which should be posted in all facilities.

Purses, briefcases, and other containers brought into, while on, or being removed from the property are subject to inspection.

Vehicles and their contents brought into, while on, or being removed from restricted nonpublic areas are subject to inspection. Persons entering these areas who object and refuse to consent to the inspection of the vehicle, its contents, or both, may be denied entry. After entering the area without objection, consent to inspection shall be implied. A full search of the person and the vehicle driven or occupied by that person may accompany an arrest.





Vice President's Report

By Robert "Bobby" Blum

The Postal Service continues to make many poor decisions without thinking things through and like we mentioned in our last Newsletter the Postal Service will never cut its way to profitability. Let's once again examine and update some of the most important issues. As this Newsletter is being produced NPMHU Representatives from all over the United States have just concluded a meeting where these were among the critical topics discussed.

5 Day Delivery

The most incredible of all the Postal Service's poor decisions is their initiative to attempt to eliminate Saturday delivery. The Postal Service is probably the only organization on the face of the earth which would try to destroy their advantage over other delivery competitors. They are quick to say they would save money by eliminating Saturday delivery. Yet they will not respond to questions as to how much business they will lose. Obviously the lost business will exceed any savings and believe me businesses and consumers will look elsewhere to deliver their communications and goods. Private delivery companies are already getting organized in case the Postal Service is granted 5 day delivery. Service is again the word the Postal Service no longer cares about. One vital function the Postal Service performs is the delivery of medicines and medical devices. It is estimated that 20% percent of these deliveries are now done on Saturday by mail order pharmacies such as CVS Caremark. In response to questions from political leaders and companies requesting answers to the degradation of competent and timely delivery of medicines and medical

devices, the Postal Service offered that consumers should rent a post office box or pay for Express Mail. It goes without saying responses like this will only further hasten the demise of the Postal Service.

Former USPS Chief Financial Officer Michael J. Riley recently testified in front of the Postal Regulatory Commission (PRC) who are holding hearings nationwide before making a recommendation to Congress on the 5 day delivery issue. He told the PRC that eliminating Saturday delivery is not only unnecessary, but would be a grave error that would hurt the Postal Service in the long run. Mr. Riley further said that the Postal Service should not engage in cost-cutting that eliminates valuable services to its customers.

I believe that because Saturday delivery provides a competitive advantage over its rivals, rather than eliminating Saturday delivery, the Postal Service should be promoting it. It doesn't take much to see that a business should publicize the benefits of its services. The Postal Service has miserably failed to exploit this advantage.

The NPMHU and Local 300 have been in the forefront in the fight to maintain six day delivery. We have testified in front of Congress as well as the PRC, done letter writing as well as contacting members of Congress who will ultimately decide the issue. Postmaster General Potter has already hinted that if he gets 5 day delivery, they are looking at eliminating Tuesday delivery also and go to four days. The PRC is scheduled to make its recommendation to Congress very soon. More than half of the House of

Representatives have signed a non-binding resolution (**H. Res. 173**) in support of six day delivery. We are very hopeful that six day delivery will be maintained. The Postal Service must concentrate on making its services more, rather than less available to its customers.

Financial Challenges

The financial challenges now facing the Postal Service originate from three main sources. Much publicity has been churned out on these issues. First is the statutory obligation as a result of the Postal Accountability and Enhancement Act of 2006 (PAEA), to pre-fund its retiree health obligation, which no other business or government agency endures. The Postal Service spends billions to pre-fund its retiree's healthcare. This is an unfair and unwarranted burden. During the fiscal years 2007 thru 2009, this obligation costs the Postal Service \$12.4 Billion Dollars. During these same three years the Postal Service had a net operating loss of approximately \$11.8 Billion Dollars. Thus without this one of a kind obligation forced upon the Postal Service by the PAEA, a profit would have been made of around \$600 million dollars! The NPMHU & Local 300 have joined forces with the other Labor Organizations to have Congress repair the problem. By the way the RHBF has already approximately \$35 Billion Dollars in it and is well funded. This needs to be done immediately.

The Postal Service's bleak finances are also a result of it being unjustly and unbelievably overcharged in retiree pension costs. Depending on the source the overcharge for CSRS employees is between \$50 to \$75

Billion Dollars!! It has also recently been discovered that there is an overpayment to FERS in the billions of dollars. Who's minding the store in the Postal Service? If the Postal Service could be credited with the amount by which it was overcharged that could pre-fund all of the Postal Services retiree health obligations and have enough left over to pay off the Postal Service's debt. Local 300 fully supports and is working with the NPMHU to pass legislation (**H.R. 5746**) to address this situation. We ask you to please contact your Congressional Representative to become a co-sponsor and supporter of this critical bill. A letter for NPMHU members and legislative activists to send to their Representatives is available on both the Local 300 and the NPMHU websites.

The third cause of the critical financial situation in the Postal Service has been the severe economic downturn of the last two years combined with diversion of mail to alternate sources such as the internet. As you already know mail volume has dropped around 40 billion pieces yearly. However recently independent studies have concluded that the volume should bottom out at between 130-150 billion pieces not that far from where we are now and there is legitimate hope that mail volume should begin to rebound in 2011.

Postal Service Strategy

The Postal Service's strategy has also been a major cause of its problems. A reduction in delivery days is nothing more than a retreat from the consumer market. It gives customers reason to abandon the U.S. Mail and seek alternatives. It has reduced or made inconvenient retail hours at Post Offices nation-wide. The opposite should be taking place. The Postal Service should embrace a consumer oriented strategy. The Postal Service should be greatly expanding hours

in strategic locations, and should be open more hours in others. Other service companies in this age are increasing hours and days in order to attract customers.

The Postal Service's single-minded strategy of cost cutting is a failure. Not too long ago the Postal Service was a consumer friendly organization and billions in profits were made. Once the Postal Service turned away from the customer, billions in profits were exchanged for billions in losses. A blatant example of this is the elimination of collection boxes. In 2009, 24,000 boxes were eliminated alone. Customers notice these changes and the Postal Service is making it more difficult for the public to use the postal system. Again another reason to abandon the mail and look for other options.

Legislative

As always Local 300 and the NPMHU continue with an aggressive political and legislative agenda. Currently there is nasty political environment in Congress caused in part by the upcoming mid-term elections, which is stalling progress on many issues including those directly postal related. In addition to **H.R. 5746** mentioned above, other legislative issues that we are working on include **H.R. 1686**

- Mail Network Protection Act, also introduced by Rep Lynch. This bill mandates that the Postal Service bargain with Postal Unions before contracting out any future Postal work costing at least \$5 million dollars. **H.R. 658** - Access to Postal Services Act. This bill would make it more difficult for the Postal Service to close or consolidate facilities by modifying the procedures they must follow. If you have read Local President

Hogrogian's article in this edition, you know how important passage of this bill is. **H.R. 658** was introduced by Rep. Sires from Hudson County New Jersey. Rep. Sires is a good friend of Local 300 and the NPMHU and has assisted us many times. **H.R. 1604** - This bill allows for voters to vote by mail in Federal Elections. Voting by mail would increase voter participation, enhances security of the ballots, lessens polling place mistakes by eliminating long lines, voting equipment breakdowns and of course increases revenue for the Postal Service. This bill applies only to Presidential, Senate or House of Representative elections. However some states have enacted similar legislation regarding state elections with much success. All states need to do the same. Recently in Florida, for the first time in history, in a county primary election more people voted by mail than showed up in person. Those ballots and votes were delivered by the Postal Service.

At this crucial time your participation as a NPMHU Legislative Activist and Political Action Contributor (PAC) has never been more important. Go to www.local300npmhu.org or www.npmhu.org to get involved.

In Solidarity,
Bobby Blum - Vice President



(l-r) Bobby Blum Local 300 Vice President, NY Congressman Edolphus Towns (D-10th), and Brooklynn Branch President Yvette Johnson



Treasurer's Report

By Kevin Tabarus

Finances

I am pleased to inform you that Local 300's financial situation continues to remain on solid ground.

Local 300 has been enacting conservative spending practices for years. Effective cash management has ensured the proper handling of union funds and reduced our expenses. Our long term financial plan is to be able to consistently provide effective union representation for many years to come. Effective and efficient union representation is not free and does not come cheap.

In 2010 several training programs were conducted, with more planned in the future. There are large expenses associated with these training programs. Local 300 is committed to these programs to provide better representation to the Mail Handler craft. Conducting these training programs is an expense that is, *"money well spent, as it is an investment in our future."*

2009 Financial Year End Report

Last year, our largest categorized disbursement was for Representational Activities. This is represented in the pie chart for 2009 Expenses. Over \$1.1 million dollars was spent on this category which includes the costs of; Arbitration, Legal Fees, Grievance Processing, etc.

Per Capita Tax is required by the NPMHU Constitution. From the \$18.50 union dues deduction on your paycheck, Local 300 remits \$6.25 to the National NPMHU office.

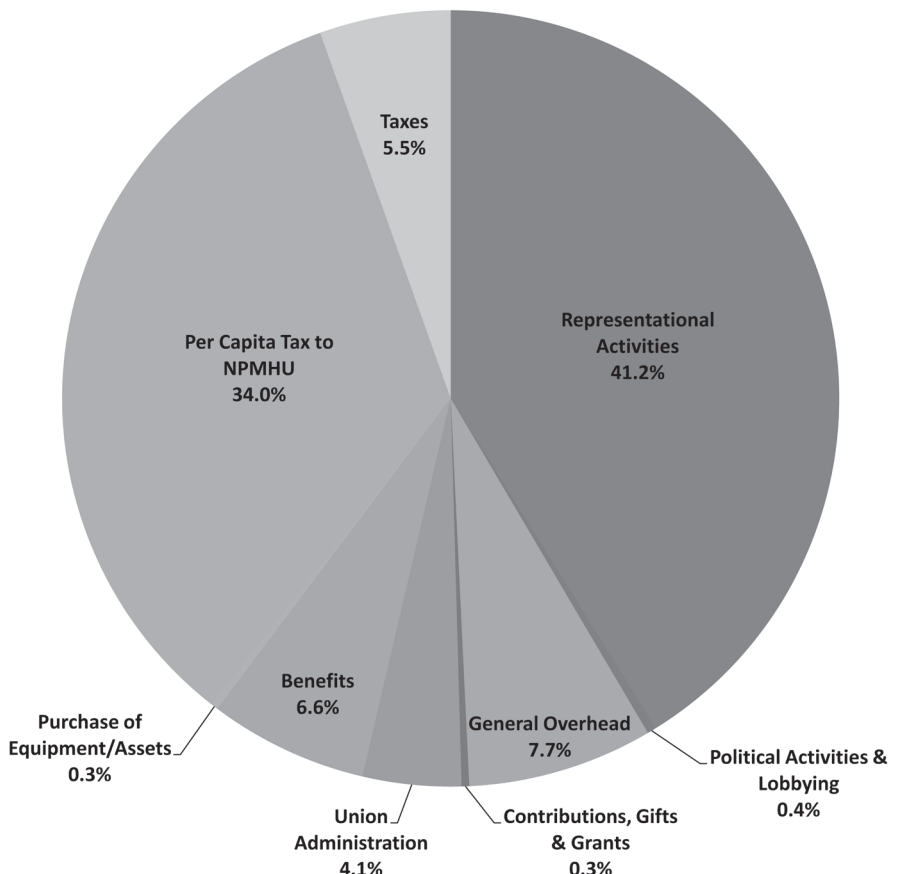
The functional category for Union Administration, accounts for disbursements relating to; membership meetings, member education, basically the general administration of the local.

General Overhead indicates all other disbursements that cannot be allocated to any other category. Expenses allocated to this category include; member events (such as Rye Playland and the Mets Game), member social activities, flowers, professional fees, membership premiums, etc.

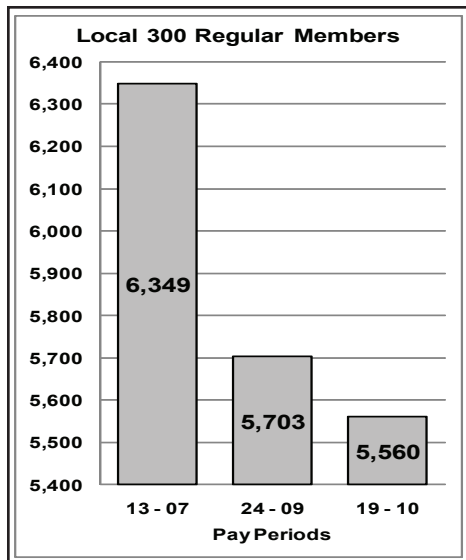
Local 300 Membership Report

Since my last membership report, the amount of regular members has continued to be in a state of decline. This is even though we had gained some new members which were ex-Clerks and ex-Carriers coming to our craft. We still have the ability to maintain our membership complement by being aggressive in signing up non-members. They should be encouraged to join Local 300 with a NPMHU Form 1187 (sign-up form).

2009 Expenses



The chart below reflects the membership totals for Local 300. Since I have been Treasurer, I have been tracking the amount of Local 300 Members. The highest amount of Local 300 members since July 2007 was 6,349 which occurred in pay period 13-2007. In pay period 24-2009 we had 5,703 members. As of pay period 19-2010 we have 5,560 regular members. The decline in membership is due mainly to attrition.



This decline in membership has affected the finances. The difference in the amount of income generated from membership dues from this current year to the same period last year; decrease in regular member's dues income of 4.0%, the total membership dues income decrease of 4.7% (from both regular and associate dues). While changes in finances such as described above would adversely affect most labor organizations, Local 300 was prepared well in advance. These changes have had no impact on the quality of union representation.

Local 300 Newsletter Editor

The main goal of each and every newsletter is membership involvement. The cover page of the last issue of the newsletter was an image of "Uncle Sam." This was used to increase your awareness that you 'the member' need to be involved. There were three (3) main issues that we are focusing on to target **more MEMBERSHIP INVOLVEMENT**;

1. Reporting who is doing Mail Handler work (Clerks, Supervisors, etc.)
2. Recruiting non-members into the Union
3. Joining the NPMHU PAC fund

I am pleased to report that the members have become more involved. More members are giving statements, more non-members were recruited and we have seen an increase in Local 300's PAC Contributors.

This newsletter has been providing valuable information to the membership of what has been happening within the Local area. If you have any suggestions or input regarding the newsletter, please feel free to contact me at Local 300 headquarters.

Local 300 Website

One of my other assigned duties is to maintain Local 300's website (local300npmhu.org) The website is an effective tool to provide the membership with updated information as it develops. There is a large amount of information on the website to be used for effective contract enforcement.

A recent addition to the website is the status of our COLA. Each month the site is updated with the status of the COLA. In addition, an explanation of how the COLA is calculated is provided.

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

Political Action Committee

Political Action is very important in these trying times. Every member should be writing to their elected representatives on Capitol Hill. Let them know who you are and that you are a registered voter. It is imperative that we keep the "service" in the Postal Service.

I also ask that you consider helping yourself by joining the Political Action Committee (PAC) for the NPMHU. Instructions on how to join are in this newsletter. If you need help joining the PAC, please feel free to contact me at Local 300 headquarters. Due to federal regulations, we cannot use Union funds (dues money) for the PAC. The NPMHU PAC is funded solely from voluntary donations. These funds are disbursed to labor friendly candidates (including Democrats, Republicans, Independents, etc.) to be used for their election campaigns. We need to keep labor friendly candidates on Capitol Hill. The recent efforts of labor friendly members of Congress has provided; the FERS Sick Leave Bill, favorable changes to TSP, saved thousands of jobs in the auto industry, labor friendly appointments to the National Labor Relations Board, and that the Department of Labor is now aggressively enforcing the Occupational Safety and Health Act - OSHA (and levying severe fines against employers for safety violations).

Don't forget to always exercise your right to vote. Organized Labor continues to vote more and more each year. Be sure to support candidates that support hard working families like yours.

Kevin Tabarus
Local 300 Treasurer

Save Now On Home Heating Oil Costs

Union Plus and HEATUSA have partnered to help you save money on your home heating oil bills. Plus, take advantage of these great offers:

- Average Savings \$200-\$300 per year
- Free Service Contract
- \$50 Credit Towards
- \$10 off first year's membership

To join call 1-888-432-8872
or visit UnionPlus.org/HeatingOil



Union
Plus
WEB



AS MAD AS HELL

By Linda Yancey

Recording Secretary & Chair-Local 300 Women's Caucus

For sure, we've all felt the impact regarding the changes going on in our postal environment. I have been a Mail handler for 24 years; and a Union Representative for 18 of those 24; and thought I've heard and seen it all. Still, it is true that people would like to think that their employer cares about what they think, and cares about how a good worker gets the job done; but not lately. People keep asking themselves why management is doing this; and why the postal service is doing that. People are "as mad as hell" about the changes and what is has done to their lives.

This Postal Service has become a "Network"; a system with a set of connections that sets up the inevitable. The "new" POSTAL NETWORK as I and many of my colleagues see it; has devalued the commitments of Contract relations in exchange for the value of subcontracting jobs and has reduced our lives to haggard labor, meager earnings and seemingly deems workers lives unimportant. What has become more and more prevalent in this "new" Network is a greater indifference to people's suffering, and a greater insensitivity to the challenges that people face with each change that is made. The newly created Network; still with some of the old "Poli-tricks"; has now a new catchphrase, "With each fix comes a promise of fiscal solvency." Unfortunately we've not seen that yet. Yes, we all understand the concept of cutbacks, but some of the things they've done so far are pretty drastic; and have not worked out as expected. A colleague of mine said: "This situation of postal restructure has changed peoples' attitudes". He is absolutely right in his assessment.

People are not feeling like they are in good hands anymore. These were once jobs our fathers said we could depend on. "Money is good," they said. "Benefits good," they said; and "...has job security." This dream my friends, has surely become uncertain. We all know that what's good for the Postal Service does not necessarily work for people. Right now, the impact of Area Mail Processing Studies, excessing people far and away, facility consolidations and pushing out-going mail operations together may have looked good on paper; but has unfortunately played out differently in real life. With every bid they deem obsolete; every influx in mail volume due to consolidation proves them wrong. The changes have created a nightmare situation for workers.

The Postal Service has always been a very poor planner. What people need to do now is stop asking "why" and stop being "mad as hell". Instead, we need to accept the changes and submit to a new practice among this union membership; that every worker counts and so does every bid job. We should be taking advantage of what we've already learned from this new Network; (and I've said this before) we need to "reinvent". We need to stop being so quick to believe management's lies and people need to stop blaming the Union for all that's going here. Your fight is not with us. It is with postal management.

Contrary to what people believe, your Union officials "are" doing everything humanly and contractually possible to find solutions to these situations. Under the leadership of Local President Paul Hogrogian and National President John Hegarty, the

Mail Handlers Union is still strong in the arena. We are winning decisions on limited duty positions, FMLA, Compensation, and have prevailed in arbitration on crossing craft violations; netting millions of dollars in award money.

My friends, we've reached a teachable moment here. Be mad as hell but let's set a new agenda. Put that "mad as hell" momentum of yours into the fight to save jobs. They may have eliminated/abolished bids but managers and supervisors doing bargaining unit work to fill the void is still a violation of the Contract; give us those witness statements. Be mad as hell but work in a safe manner. Just because the Network used poor judgment in reducing jobs does not mean that safety went out the window. Do your best, protect yourself from injury. Make sure you have a safe working environment complimented with the dignity and respect you deserve as a loyal worker.

Go to our Mail Handlers website at www.local300npmhu.org it's a wealth of information. You can get the latest concerning legislative action, minutes from our Local Union Council and Executive Board meetings; new automation schedules and links to our National Office.

Contract time is near; we need a contract that is a problem solver to the issues we are fighting now. Let's focus and develop solutions with significance that fit into a contract that connects to the new issues we already know. Let's work on all of these things together.

Local 300 Social Event - RYE PLAYLAND



The Mail Handlers Benefit Plan raffled a TV for the event. Which was won by Donna Little of the New York City Branch (Morgan P&DC). Pictured (l-r) Paul Hogrogian Local President, Donna Little, and Al DiLeo from the MHBP.

This year over 450 members and guests attended this social event. Everyone had a wonderful time. Local 300 was proud to subsidize this social activity for members and their families. Members also enjoyed the sounds of rocking "Old School" music provided DJ Andre Spence, who is also, Branch President of the Bronx.



Basic Shop Steward Training - Feb. 2010

Local 300 continues to provide training programs to enhance the quality of Union Representation. On February 11th and 12th, stewards from all over Local 300 attended the Basic Shop Steward Training Program. This program was given by National Shop Steward Trainers Sam D'Ambrosio and Local 300 President Paul Hogrogian.

The following stewards attended the training program: David Denton - NYL&DC, Tom Lawson - Western Nassau, John Seiler - Western Nassau, Jonathan Jackson - NYC (Morgan P&DC), John Gale

- NJL&DC, Phil Griffith - NJL&DC, Rozell Hudson - NJL&DC, Nanette Rodriguez - NJL&DC, Angelo Lovgren - DVD, Tiffany Plaza - Brooklyn, Victor Stewart - Stamford, Dan Martinelli - Greenwich.



"Deems Desirable" Documentation Requests

The Employee and Labor Relations Manual (ELM) 513.361 indicates that a supervisor may require an employee to submit documentation of their illness "when the supervisor deems documentation desirable for the protection of the interests of the Postal Service." There are three instances when documentation may be requested.

1. When an employee is on **Restricted Sick Leave (RSL)** (ELM 513.39) – which is not widely used. Employees must be notified in writing that they are on RSL.
2. **Absences of more than three days** (ELM 513.362)
3. **For absences three days or less** the supervisor may require documentation when deemed "desirable for the protection of the interests of the Postal Service." (ELM 513.361) This is limited to when the supervisor doubts the validity of the sick leave request.

It has been settled at the National level at Step 4 of the grievance procedure that when documentation is desired, ***"...it must be made on a case by case basis, must be consistent with the provisions of ELM 513.361 and may not be arbitrary, capricious or unreasonable."*** (5/3/07)

In another Step 4 grievance, the parties agreed that; ***"A blanket management order requiring medical documentation or other acceptable evidence of incapacity to work from all employees who call-in on a particular day, regardless of individual circumstances, goes beyond the intent of Part 513.361 of the Employee & Labor Relations Manual and should not be used."*** (4/18/82)

The supervisor should be entering the specific reason for why documentation is deemed desirable into the eRMS attendance system. This information can be requested by the Union.

Documentation deems desirable cannot be used for:

- An extended period of time (two weeks, 30 days, etc.)
- All employees on a specific date (i.e. Superbowl Sunday)
- The entire week of a holiday. For example, an employee called in sick for the day after Thanksgiving last year. It would be unreasonable to place the employee on deems desirable for the entire holiday week of Thanksgiving.
- FMLA LWOP – The approved medical certification from the health care provider should be sufficient

if the absence is within the frequency and duration of the certification.

Management contends that they may claim that documentation is deemed desirable for:

- When a leave request is denied for specific date.
- When an employee has created a pattern of absences before &/or after scheduled days of rest.
- When an employee has created a pattern of absences before &/or after a holiday
- When an employee has created a pattern of absences for heavy work load days.

Furthermore, management may NOT create a list of employees that are automatically required to provide medical documentation for all unscheduled absences, unless they are on restricted Sick Leave. This was agreed to on the National level in a pre-arbitration settlement dated 6/3/85.

Information on deems desirable can be found in Article 10 of the NPMHU Contract Interpretation Manual (CIM).

eOPF Purge Process

Have you ever noticed something in your Electronic Official Personnel Folder (eOPF), that doesn't belong? Such as expired discipline? There is a form that can be used to amend your eOPF, PS Form 8043 - Request to Amend Electronic Official Personnel Folder (eOPF). The form should be fully completed and sent to your district Labor Relations Manager. If your request to amend your eOPF is based on a settlement, it would be a good idea to include a copy of the settlement. The form is available on Local 300's website (www.local300npmhu.org) by clicking on "Resources" page.



**Election Day is
Tuesday
November 2, 2010
Be sure to get out
and VOTE!!!**



ABUSIVE SUPERVISOR INCIDENT WORKSHEET

By Wilfredo Delgado

New York City Branch President

We need you to help. The Union representatives of Local 300 cannot do it alone. The members are the eyes and ears of this labor organization. We want your help in ensuring that all Mail Handlers are treated with dignity and respect.

Each day on the work floor throughout the Local 300 area, there are many supervisors who continue to conduct themselves in a totally disrespectful and unprofessional manner. These are the same supervisors who issue unwarranted disciplinary actions against our craft members. These supervisors feel that they can get away with bringing their miserable attitude and demeanor onto the work floor and that craft employees have no recourse.

These supervisors violate the Zero Tolerance Policy and the code of conduct for postal employees, by their abusive behavior. We need to document these actions and use it to hold them accountable.

Local 300 is distributing this Abusive Supervisor Incident Worksheet to our members as a tool to be used to stop their abusive actions. We need to clearly document these actions, and begin the paper trail to put a stop to them. These statements can then be used (*on a case-by-case basis*); during the grievance procedure, at EEO hearings, at Labor-management meetings, and/or at meetings with elected representatives. This will substantiate the Union's position that management must take corrective action.

Don't let these supervisors continue to disrespect our craft members. We ask that these forms be used by our members to protect ourselves. Complete the worksheet and give them to your steward. Management hates when Mail Handlers start writing and documenting their abusive actions.

What we are asking for again is MORE MEMBER INVOLVEMENT. When you complete this form, you are doing much more than documenting an incident, you will be helping the entire membership of your Union.

On the following page is a form that should be used to help us win this battle to obtain dignity and respect.

Federal Employee Retirement System (FERS) & Thrift Savings Plan (TSP)

By Don Utz - Stamford Branch President

It is important that all employees who are covered under the FERS retirement system understand the importance of making at least 5% contribution to the Thrift Savings Plan (TSP). Contributing 5% is like giving you a 5% raise. Any amounts that you contribute above 5% of your basic pay are not matched.

Percent of Basic Pay Contributed to Your Account (FERS Employees Only)

You put in:	USPS Contributions:		Total Contribution
	Automatic 1%	Matching Contribution	
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%



ABUSIVE SUPERVISOR INCIDENT WORKSHEET



Your Name _____ Date _____

Supervisor's Name _____ Section/Tour _____

Date of Incident _____ Time of Incident _____

Location of Incident _____

Date Union Notified _____

Witnesses to Incident _____

EEO Previously Filed? _____ EEO for this Incident? _____

NATURE OF ABUSIVE INCIDENT (Check All That Apply & Explain in detail below)

<input type="radio"/> Overly Demeaning	<input type="radio"/> Other Threats
<input type="radio"/> Sarcastic Remarks	<input type="radio"/> Profanity
<input type="radio"/> Yelling	<input type="radio"/> Physical Threats
<input type="radio"/> Threats of Discipline or Discharge	<input type="radio"/> Physical Gestures
<input type="radio"/> Threats to take Victim off the clock	<input type="radio"/> Physical Contact

Detailed Explanation of the Abusive Incident _____

Signature _____ Date _____

NPMHU POLITICAL ACTION COMMITTEE (PAC)

The National Postal Mail Handlers Union Political Action Committee (NPMHU PAC) contributes to campaigns of candidates for and incumbents of Congress who repeatedly demonstrate "concern for working people and for [the] aims and objectives of the NPMHU and the entire trade union movement." The PAC is non-partisan in its operations, and, by

federal law, is financed completely through voluntary contributions from members and groups who subscribe to the objectives of the Mail Handlers PAC.

Your Union needs your active involvement in contributing to the Political Action Committee and YOU NEED TO BE

INVOLVED, to assist candidates who will work to protect the wages and benefits of all mail handlers.

Our PAC membership is growing each year. We invite you to join the NPMHU Political Action Committee, and to help grow our PAC even larger this year.

You Can Be a NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at www.liteblue.usps.gov. Follow the instructions printed in this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive program that entitles you to awards based on your contribution level. There are five distinct PAC membership levels/ awards. Awards will vary from year to year, but all awards provide the opportunity for our PAC members to show their support for this important program.

NOTICE CONCERNING PAC CONTRIBUTIONS...

Contributions to the Mail Handlers PAC are not deductible as charitable contributions for purposes of federal income taxes. In addition, federal law requires that the Mail Handlers PAC report to the Federal Election Commission the name, mailing address, occupation, and name of employer for each individual whose contributions in any calendar year total in excess of \$200. Please also note that the Mail Handlers PAC has political purposes, and that all members have the right to refuse to contribute, and the right to revoke their authorization for any continuing contributions, without any reprisal.

You can make your PAC contribution by bi-weekly salary allotment through PostalEASE

- Dial 1-877-4PS-EASE -- (877-477-3273)
- Press # 1 for PostalEASE
- When prompted, enter your eight-digit USPS **employee identification number**.
- When prompted again, enter your USPS **PIN** number.
- When Prompted, Choose Option # 2 (to select payroll allotments)
- Then Choose Option # 1 (to select allotments)
- When prompted Press #2 to continue
- When prompted Press #3 to add the allotment
- When prompted for the routing number enter **054001220**

• When prompted for the account # enter the following:
11260001 _____ - _____ - _____
(the last nine digits of your account number is your social security number – this info will allow us to identify you as the PAC contributor).

- Press #1 if correct
- When prompted Press #1 for "checking"
- When prompted, input the **bi-weekly dollar amount** of your PAC allotment.
- Press #1 if correct
- When prompted Press #1 to process
- You will be provided a confirmation number as well as the start date for the salary allotment.

- Record the confirmation number for your records
- Record the start date of the salary allotment

- Press #1 to repeat or Press #9 to end call

Or, to initiate your bi-weekly PAC contribution on the web

- Simply go to www.liteblue.usps.gov
- Enter your eight-digit USPS **Employee ID Number** and your **USPS PIN**
- Follow the link to PostalEASE – you will again be asked to enter your Employee ID Number and USPS PIN

- Follow the link for **PAYROLL- Allotments/NTB**

Continue to the **ALLOTMENTS** section

- Your ROUTING TRANSIT NUMBER is:

054001220

- Your ACCOUNT # will be:

11260001 _____ - _____ - _____

(the last nine digits of your account number is your social security number – this information will allow us to identify you as the PAC contributor).

- For ACCOUNT TYPE – please select "**CHECK-ING**"

- When prompted, please input the **AMOUNT** that you would like to contribute to the PAC each pay period.

- To process your PAC allotment, you will need to select the **VALIDATE** button, and to finalize the transaction, please select **SUBMIT**. Be sure to print out a copy of the confirmation page for your records.

PAC contribution by personal check, money order, or credit card: (cut here and return to NPMHU PAC)

You can contribute directly to the Mail Handlers PAC by filling out the following information and mailing it to the P.O. Box listed below. Please enclose your check or money order, or provide authorization to charge your credit card.

My contribution of (please circle one): \$26 (Member) / \$52 (Sponsor) / \$100 (Activist) / \$250 (Leader) / \$500 (Ambassador) / other amount \$ _____

Name _____ VISA _____ MasterCard _____ Expiration Date: _____

Address _____ Acct. # _____

City _____ State _____ Zip _____ Please charge my credit card as indicated above.

MAIL TO: Mail Handlers PAC
P.O. Box 65171
Washington, DC 20035

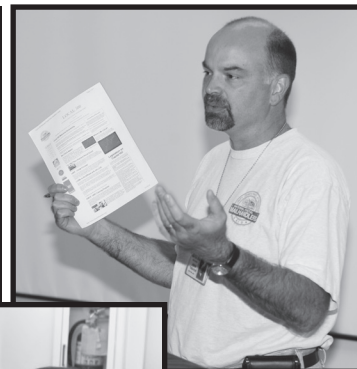
Signature: _____

FAX AUTHORIZATION TO: 202.785.9860



WE NEED **YOU** to HELP
PROTECT YOUR JOB

Meetings, Events, and Activities - Around LOCAL 300



Teterboro Branch Meeting 9/11/10



Brooklyn Branch Meeting 8/27/10



Brooklyn Branch Meeting 4/9/10



NJI/BMC (NJNDC) Branch Meeting 2/16/10



Stamford Branch Meeting 4/24/10



Monmouth Meeting 6/29/10



Flushing Branch Meeting 9/30/10



Kilmer Meeting 8/18/10

Local 300 Social Activity - NY Mets vs. Houston Astros 8/29/10



Non-Dependent Children Can Join FEHBP in 2011

President Obama signed the Affordable Care Act (ACA). Several provisions of the ACA will affect eligibility and benefits under the Federal Employees Health Benefits (FEHB) Program and the Federal Flexible Spending Account Program (FSAFEDS) beginning January 1, 2011. Please read the information below carefully.

Changes effective 1/1/11 - For Children:	Effect of ACA:
Between ages 22 and 26	Children between the ages of 22 and 26 are covered under their parent's Self and Family enrollment up to age 26.
Married Children	Married children (but NOT their spouse or their own children) are covered up to age 26. This is true even if the child is currently under age 22.
Children with or eligible for employer-provided health insurance	Children who are eligible for or have their own employer-provided health insurance are eligible for coverage up to age 26.
Stepchildren	Stepchildren do not need to live with the enrollee in a parent-child relationship to be eligible for coverage up to age 26.
Children Incapable of Self-Support	Children who are incapable of self-support because of a mental or physical disability that began before age 26 are eligible to continue coverage. Contact your human resources office or retirement system for additional information.
Foster Children	Foster children are eligible for coverage up to age 26.

Children do not have to live with their parent, be financially dependent upon their parent or be students to be covered up to age 26. There is also no requirement that the child have prior or current insurance coverage. FEHB Program plans will send notice to all their enrollees of the coverage eligibility changes as a part of that plan's Open Season communications.

In cases where children have employer-provided health insurance and are covered under their parent's Self and Family enrollment, the children's employer-provided health insurance will be the primary payer. FEHB will be the secondary payer. **Additional info can be found at www.opm.gov/insure**

Recent Arbitration Decisions

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

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

1) Arbitrator Sarah Cannon Holden ruled that the USPS violated the National Agreement when it failed to convert the senior NJ L & DC PTFs to Full-Time Regular status. In a separate pre-arbitration settlement, the Postal Service agreed to convert the senior Hackensack Mail Handler to Full-Time Regular. Local President Paul Hogrogian represented Local 300.

2) Arbitrator Robert Tim Brown sustained Local 300's grievance and directed the Long Island District to modify its policy requiring the submission, in every instance of originals of health care provider statements in support of light duty requests, so as to permit the submission of photocopies or FAX transmissions. Mid Island Branch President Robert Lussos was Local 300's arbitration advocate.

3) Arbitrator Sherrie Rose Talmadge ruled that the USPS violated the National Agreement by exceeding the casual cap at DVD during Casual Exception Period (CEP) 6 of 2008. The arbitrator awarded 304 hours of overtime pay to the affected Mail Handler. DVD Branch President Ray Bermudez represented Local 300.

4) Arbitrator Garry Wooters ruled that the Postal Service violated the National Agreement by moving JFK Light and Limited Duty employees from Tours 2 and 3 to Tour 1. The arbitrator awarded pay to the affected Mail Handlers. Vice President Robert Blum represented Local 300.

5) Arbitrator Sarah Holden modified a Removal issued to a NJ NDC Mail Handler for alleged attendance related infractions (CAWOL). The arbitrator cited mitigating circumstances such as the fact that the Grievant's 28 years of service. NJ NDC Branch President Thomas Mullahey was Local 300's arbitration advocate.

6) Arbitrator Holden ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Mid Island Mail Handlers (Tours 2 and 3) for the snow storm of March 2, 2009. Branch President Robert Lussos was Local 300's arbitration advocate.

7) Arbitrator Thomas Fritsch ruled that the Postal Service violated when it issued a Letter of Demand to a DVD Mail Handler for allegedly damaging the turnstile door at the employees' entrance. The arbitrator ruled that the USPS did not prove that the Grievant's actions were willful or deliberate. The arbitrator rescinded the Letter of Demand. Branch President Ray Bermudez was Local 300's arbitration advocate.

8) Arbitrator Holden rescinded a removal issued to a NY L & DC Mail Handler for alleged OWCP Fraud (working another job while collecting COP). The arbitrator ruled that the Postal Service did not show the

employee intended to obtain benefits by fraud or deceit.

9) Arbitrator Joseph Cannavo rescinded a Removal issued to a Bronx Mail Handler for attendance related infractions. The arbitrator cited the failure of the Postal Service to conduct a fair and objective investigation prior to issuing the discipline. The arbitrator awarded full back pay. Bronx Arbitration Advocate William Freeman represented Local 300.

10) Arbitrator Cannavo modified another Removal issued to a Bronx Mail Handler for attendance related infractions (CAWOL). The arbitrator cited mitigating circumstances. Bronx Arbitration Advocate William Freeman again represented Local 300.

11) Arbitrator Talmadge rescinded a Letter of Demand issued to a Westchester Mail Handler. The Union proved that the Grievant had already satisfied the debt. NY State Executive Board Member Andrew Piacente was Local 300's arbitration advocate.

12) Arbitrator Fritsch modified a Removal issued to a DVD Mail Handler for attendance related infractions. The arbitrator cited mitigating circumstances, the Grievant's 30 years of service and the fact that the penalty was too severe. DVD Branch President Ray Bermudez represented Local 300.

13) Arbitrator Garry Wooters rescinded a Letter of Demand to a NJ NDC Mail Handler. The arbitrator ruled that the claim for repayment was barred by the doctrine of laches in that the Postal Service waited too long

Recent Arbitration Decisions

to begin the process of collecting the alleged debt. Branch President Tom Mullahey advocated the appeal for Local 300.

14) Arbitrator Robert Tim Brown modified a removal issued to a Western Nassau Mail Handler for attendance related infractions and violation of a Last Chance Agreement (LCA). The arbitrator cited mitigating circumstances. Local 300 Treasurer Kevin Tabarus represented Local 300.

15) Arbitrator Brown ruled that the USPS violated the National Agreement in Mid Island by denying the Union the right to enter the yard to inspect trailers parked at the docks to verify that the wheels are properly chocked. Branch President Robert Lussos was Local 300's arbitration advocate.

16) Arbitrator Brown ruled that the Postal Service violated the National Agreement by not properly staffing the Low Cost Tray Sorter (LCTS) at Mid Island as was agreed to in prior settlements. Mid Island Branch President Robert Lussos was the Union's advocate.

17) Arbitrator Holden ruled that the Postal Service violated the National Agreement when it improperly removed a NJ NDC Mail Handler from her Rehabilitation Job Offer. Branch President Tom Mullahey was Local 300's arbitration advocate.

18) Arbitrator Joseph Cannavo ruled that the USPS violated the National Agreement when it denied Light Duty to a Morgan Mail Handler. The arbitrator awarded back pay. NYC

Branch President Willie Delgado represented Local 300.

19) Arbitrator Sherrie Talmadge ruled that the Postal Service violated the National Agreement when a Teterboro Mail Handler worked a temporary schedule change without having been given the proper prior notice. The arbitrator awarded out of scheduled premium. Vice President Robert Blum advocated the grievance.

20) Arbitrator Irene Donna Thomas rejected a grievance filed by the NALC claiming that spreading the mail in Staten Island was carrier work. Local 300 Vice President Robert Blum represented Local 300.

21) Arbitrator Linda Chin, in an expedited award, rescinded a Letter of Warning issued to a Westchester Mail Handler for "failure to follow instructions." The arbitrator ruled that the Postal Service did not meet its burden of proof. NY State Executive Board Member Andrew Piacente represented Local 300 in this arbitration.

22) Arbitrator Frank Giordano, in two (2) expedited awards, ruled that two (2) DVD Mail Handlers were improperly denied the opportunity to work on their holiday. The arbitrator awarded both Mail Handlers back pay. DVD Branch President Ray Bermudez advocated this arbitration for Local 300.

23) Arbitrator Chin, in another expedited award, rescinded a Letter of Warning issued to a Mid Island Mail Handler for attendance related infractions. The arbitrator ruled that the Postal Service did not meet its

burden of proof. Branch President Lussos represented Local 300 in this arbitration.

24) Arbitrator Brenda Strashun, in expedited award, rescinded a 14 Day Suspension issued to a JFK Mail Handler for allegedly performing an unsafe act that resulted in her being injured. JFK Branch President Stan Howard advocated this arbitration for Local 300.

25) Arbitrator Linda Chin, in an expedited award, rescinded a Letter of Warning issued to a Westchester Mail Handler for attendance related infractions. The arbitrator ruled that the Postal Service did not meet its burden of proof. NY State Executive Board Member Andrew Piacente represented Local 300 in this arbitration.

26) Arbitrator Linda Chin, in another expedited award, rescinded a Letter of Warning issued to a DVD Mail Handler for attendance related infractions. The arbitrator ruled that the Postal Service did not meet its burden of proof. DVD Branch President Ray Bermudez represented Local 300 in this arbitration.

27) Arbitrator Frank Giordano, in another expedited award, rescinded a Letter of Warning issued to a Mid Hudson Mail Handler for attendance related infractions. The arbitrator ruled that the Postal Service did not conduct an official discussion before issuing the discipline. Connecticut State Executive Board Member Tom Ruther represented Local 300 in this arbitration.

Paul Hogrogian -President Local 300

LOCAL 300 Training Program - OWCP / NRP



Local 300 presented an OWCP/NRP Training Program given by Zev Sapir, the District Director of the U.S. Department of Labor's OWCP Division of Federal Employees' Compensation. The comprehensive training focused on the OWCP procedure and the OWCP's role in the Postal Service's National Reassessment Process (NRP). The program was arranged by Connecticut State Executive Board Member Tom Ruth. The training was held on July 28, 2010 at Local 300 Headquarters.

Executive Board Member, Thomas Ruth - CT State Executive Board Member, Andre Spence - Bronx, Steven Schiff - Westchester, Robert Lussos - Mid Island, Alfred Lombardi - Teterboro, Wilfredo Delgado - NYC, Yvette Johnson - Brooklyn, Trevor Stuart - Flushing, George Cuff - NY L&DC, Peter Bilotta - Western Nassau, Brian Odums - West Jersey, Stan Howard - ISC-JFK, James Perkins - Mid Hudson, Thomas Mullahey - NJI & BMC, Ray Bermudez - DVD, Thomas Hynes - Kilmer, Megan Ford - Carteret, Don Utz - Stamford, Vinny Sapone - Staten Island, Lucy Lombardo - ISC-JFK, Robert Cappuccio - Mid Island.



Information on the Office of Workers Compensation Program (OWCP), claims for job related illnesses and injuries can be found on the Local 300 Website by clicking on the "Resources" page at:

www.local300npmhu.org

The following representatives participated in the program: Paul Hogrogian - Local President, Robert Blum - Vice President, Kevin Tabarus - Treasurer, Linda Yancey - Recording Secretary, Charles Price - NJ State



LOCAL 300 CASUAL IN LIEU ARBITRATION VICTORIES

Local 300 has recently won several arbitration victories in which we challenged the Postal Service's improper use of casual employees.

- Arbitrator Thomas Fritsch issued an award, which ruled that the Postal Service violated the National Agreement by hiring casuals in lieu of career Mail Handlers. The arbitrator awarded \$1.6 Million to Mid Island Mail Handlers for the improper excess casual hours.

Mid Island Branch President Robert Lussos presented the case at arbitration and was assisted by Treasurer Kevin Tabarus.

- Arbitrator Robert Tim Brown previously ruled that the Postal Service improperly hired casuals in lieu of career Mail Handlers in Westchester. The arbitrator issued a monetary remedy award which awarded \$1.8 Million to Westchester Mail Handlers.

Connecticut State Executive Board Member Tom

Ruther successfully advocated the grievance and was assisted by Westchester Branch President Steve Schiff and NY State Executive Board Member Andy Piacente.

- Local 300's Brooklyn Branch has won a series of arbitration awards (Arbitrators Sherrie Rose Talmadge-June 16, 2010, Garry Wooters-July 28, 2010 and Sarah Cannon Holden-February 22, 2010) which ruled that the Postal Service improperly reverted bid positions and then used casuals in the reverted positions. Monetary remedies were awarded to Brooklyn Mail Handlers as a result of these arbitration decisions. The cases were prepared and presented by Branch President Yvette Johnson, who was assisted by Chief Stewards Mark Williams and Howard Spindler.

Local 300 remains vigilant in challenging the Postal Service's improper hiring and usage of casual employees. There are currently "Casual in Lieu" grievances pending arbitration from several branches.

Where's My COLA?

By Kevin Tabarus - Treasurer

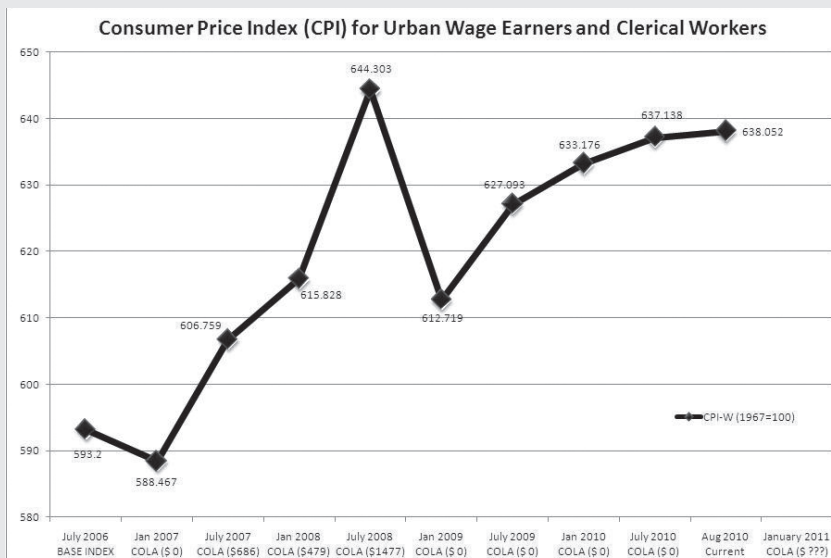
The Consumer Price Index (CPI-W) was recently released for the month of August, which was 638.052. If the CPI-W rises above 644.303 in January 2011, a COLA shall be paid to Mail Handlers in March 2011.

The provision for Cost Of Living Adjustments can be found in Article 9, Section 3C of contract which states;

"The basic salary schedule provided for in this Agreement shall be increased 1 cent per hour for each full 0.4 of a point increase in the applicable Index above the Base Index. For example, if the increase in the Index from July 2006 to January 2007 is 1.2 points, all pay scales for employees covered by this Agreement will be increased by 3 cents per hour. In no event will a decline in the Index below the Base Index result in a decrease in the pay scales provided for in this Agreement."

The CPI-W is calculated by the US Department of Labor's Bureau of Labor Statistics. There are many expenditure categories used to determine the CPI-W.

The major expenditure category which drove up the CPI-W for July 2008 was fuel & gasoline. This increase in the CPI-W increased our Cost Of Living Adjustment to \$1,477 in July of 2008.



Local 300 Memorial Scholarship Awards

The Local Union Council and members of Local 300 of the National Postal Mail Handlers Union are proud to announce the winners of the annual competition for the Bernard Holloway, John A. Orchard, Edward J. Miller, Wally Merwin, and Aaron Preston Memorial Scholarship Awards.

Five \$1,000 scholarships were awarded for study at an accredited college, university, or trade school in 2010. This was made possible in part due to a contribution from Tower Insurance.



ADRIANNA LYTE
Daughter of -
Cecil Lyte
Flushing Branch



ARUN MATHEW
Son of -
Thomas Mathew
Stamford Branch



HEATHER PRICE
Daughter of -
Charlie Price
NJ/BMC Branch



ARIEL SAULNIER
Daughter of -
Wayne Saulnier
Mid Hudson Branch



STEPHANIE SERRANO
Daughter of -
Napoleon Serrano
NY L&DC Branch

**Congrats to Local 300's NPMHU Arthur S. Vallone National Scholarship Program 2010 recipients:
Jessie Walker (Harold Walker - Teterboro) & Arun Mathew (Thomas Mathew-Stamford)**

Union Plus Scholarship Applications Now Available

Application deadline Jan. 31, 2011 To download the application, visit www.UnionPlus.org/Scholarships. Or, send a postcard with your name, return address, telephone number and international union name to: Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, DC 20043-4800.

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