



Local 300

Mail Handler News

National Postal Mail Handlers Union, AFL-CIO

Fall
2011

Legislative & Political Action Increases

112TH CONGRESS
1ST SESSION

H. R. 1351

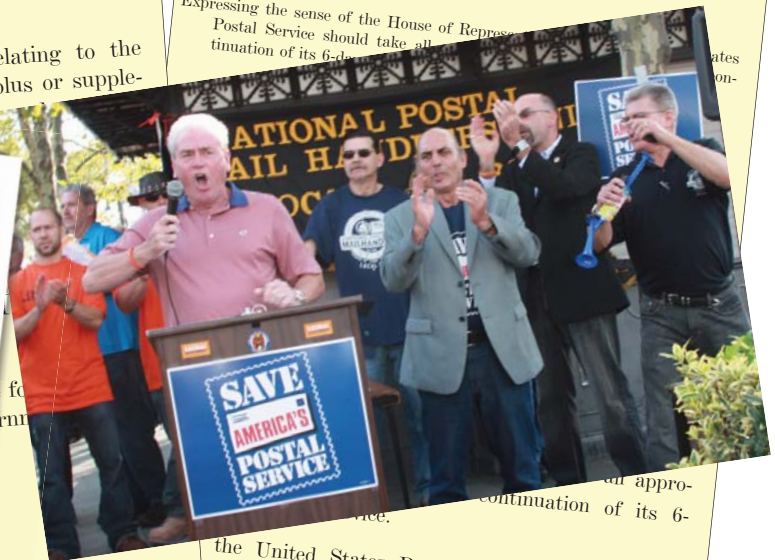
To amend the provisions of title 5, United States Code, relating to the continuation of its 6-day delivery schedule, and for other purposes.



112TH CONGRESS
1ST SESSION

H. RES. 137

Expressing the sense of the House of Representatives that the United States Postal Service should take all necessary steps to ensure the continuation of its 6-day delivery schedule, and for other purposes.



To amend the provisions of title 5, United States Code, relating to the continuation of its 6-day delivery schedule, and for other purposes.

for calculating the supplemental liability System, and for other purposes.

enate and House of Representatives
America in Congress



The Postal Service is now asking Congress to: Layoff 120,000 employees, Close over 50% of all Mail Processing Plants, Get out of CSRS/FERS/TSP/FEHB, Start new USPS Retirement & Health Plans, Change from 6 to 5 Day Mail Delivery... (see Page 3)

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

Kevin Tabarus

EDITOR - Local 300 Newsletter

LOCAL 300

EXECUTIVE BOARD

Paul Hogrogian, President

Email: hoagievp@aol.com

Robert "Bobby" Blum, Vice President

Email: RB7011@aol.com

Kevin Tabarus, Treasurer

Email: kevin.tabarus@local300npmhu.org

Linda Yancey, Recording Secretary

Email: yancey1999@optonline.net

Thomas Ruther, CT State Exec. Bd.

Email: thomasruther@att.net

Charles Price, NJ State Exec. Bd.

Email: charlespnj@aol.com

Andrew Piacente, NY State Exec Bd

Email: apiac11@verizon.net

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: marcenia_y_johnson@yahoo.com

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, Stan Howard

USPS ISC-JFK, Building 250
Jamaica, NY 11430-9998
Voice (718) 553-9127, fax (718) 553-9230
Email: amcjfk@verizon.net

Kilmer Branch, Thomas Hynes

Kilmer P&DC, 21 Kilmer Rd.
Edison, NJ 08899-9998
Voice (732) 819-4349, fax (732) 777-1996
Email: kilmer21@yahoo.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

Monmouth Branch, Robert Blum

Monmouth P&DC
307 Industrial Way West
Eatontown, NJ 07799-9997
Voice and fax (732) 542-3277
Email: rb7011@aol.com

NJI & NDC Branch, Thomas Mullahey

NJ NDC
80 County Road
Jersey City, NJ 07097-9998
Voice (201) 653-1767, fax (201) 653-2254
Email: tmullahey@hotmail.com
webpage: www.l300nji-bmcbranch.org

NJ L&DC Branch, Eric Richard

1200 Harrison Ave.
Kearny, NJ 07032-5931
Voice (201) 246-2059, fax (201) 246-8744
Email: tthirdbro3@aol.com

New York City Branch, Willie Delgado

111 John St, # 710, New York, NY 10038
Voice (212) 431-0040, fax 212-941-6499
Email: delgadonyc@hotmail.com
Also at: Morgan P&DC, 341 9th Ave.
New York, NY 10199-9998
(212) 330-3028, fax (212) 736-2357

NY L&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, Don Utz

427 West Ave., Stamford, CT. 06910-9998
PO Box 110202 Stamford, CT 06911-0202
Voice (203) 326-2068, fax (203) 323-5315
Email: don.utz@local300npmhu.org

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) 696-0678, 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 - Teresa Mollica, Chief Steward

Westchester Square Station
2619 Ponton Ave., Bronx, NY 10461
Tel. (718) 823-4013 Fax 718-319-1457
Email: l300mollica@aol.com

Elizabeth - Barry Sampson, Chief Steward

USPS, 310 N. Broad St., Elizabeth, NJ 07207-9998
Tel. (908)-820-8447

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

USPS, LIC, 46-02 21st St.
Long Island City, NY 11101-9998
Tel. (718) 349-4617

Newark Branch - Robert Koontz, Chief Steward

Newark P&DC, PO Box 1156
Newark, NJ 07102-9997

Staten Island - Vinnie Sapone, Chief Steward

USPS, 550 Manor Rd., Staten Island, NY 10314-9998
Tel. (718) 650-4716 e-mail: GPOVin@aol.com

Monsey - William Rosemond, Chief Steward

15 Melnick Dr., Monsey, NY 10952-9998
Tel. (845) 352-7200

Save America's Postal Service



The Postal Service is critical to our nation's economy. We deliver mail, medicine, and packages on time and for a good price. Yet plans are underway to close thousands of post offices, eliminate Saturday delivery, close mail processing facilities, cutting service, and lay off over 120,000 employees.

Congress created the USPS financial crisis, and Congress can fix it. H.R. 1351, introduced by Rep. Stephen Lynch (D-MA), would allow the Postal

Service to apply the billions of dollars in pension overpayments to meet the Postal Service's financial obligations. This will not cost taxpayers a single cent! The Postal Service doesn't run on tax dollars, it is funded solely by the sale of stamps and postage. H.R. 1351 doesn't call for a bailout. Ask your legislator to support H.R. 1351.

Visit www.SaveAmericasPostalService.org for more information.

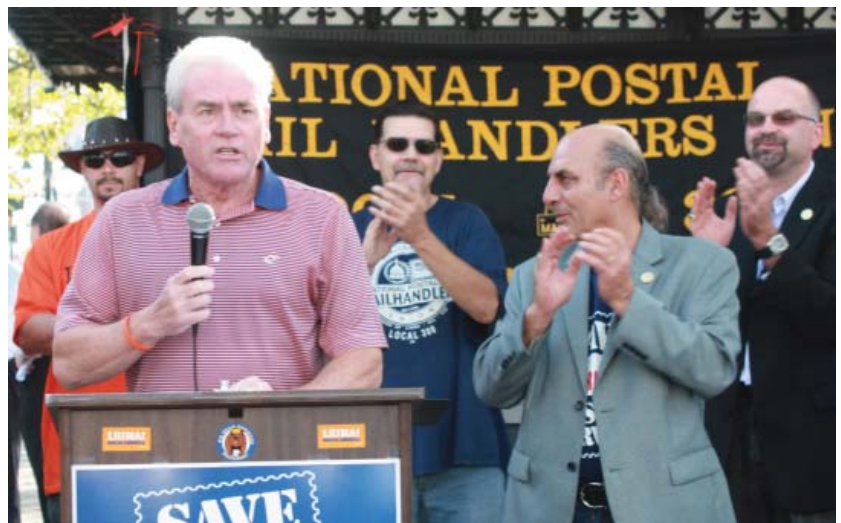
Save America's Postal Service Rallies were held all over the country, in each Congressional District on 9/27/11. The main rally location for Local 300 was held in Jersey City at the office of Congressman Albio Sires. Over 400 participated in NPMHU Local 300's rally to SAVE AMERICA'S POSTAL SERVICE. All four Postal Unions (NPMHU, NALC, APWU, NRLCA) and NAPS have joined forces. Also attending Local 300's rally was over 100 members from LiUNA, including special guest speaker General President Terry O'Sullivan.



Mid Island P&DC - Melville, NY



*NY Congressman Grimm
13rd District (R) Staten Island, NY*



NJ Congressman Sires - 13th District (D) Jersey City, NJ



NYC Councilman Seabrook - Bronx, NY



*NY Congressman Bishop
1st District (D) Patchogue, NY*



*NY Congresswoman Lowey
18th District (D) White Plains, NY*

USPS SEEKS MAJOR CHANGES IN ITS NETWORK, WORKFORCE AND BENEFITS

THE EVE OF DESTRUCTION?

There is no doubt that the Postal Service is facing a severe financial crisis. Mail volume has decreased 20% since 2007 and the volume continues to decline faster than expected. The USPS experienced a net loss of \$8.5 billion in FY 2010 and forecast an even larger deficit for FY 2011. A large reason for these deficits is Congress' inaction in not providing the Postal Service with financial relief related to the Retiree Health Benefit Fund and overpayments to the CSRS and FERS pension funds. The Postal Service claims that if it were a private company, it would have filed for bankruptcy already.

In response to the financial crisis the USPS has unveiled its "nuclear option." The Postal Service proposed the following changes that affect its workforce:

- The implementation of **5-day delivery** (perhaps 4-day or 3-day delivery in the future)
- The Postal Service proposes to streamline its mail processing network. The Postal Service currently has over 500 facilities where mail is processed. **The Postal Service is proposing to cut the number of mail plants to fewer than 200 and close the rest.**
- The USPS is asking Congress to mandate **the elimination of all "no layoff clauses" from all contracts** with the postal bargaining units.
- The USPS is proposing to **eliminate 220,000 career positions by 2015.**
- To accomplish this, the Postal Service anticipates a **layoff of 120,000 career employees.** The USPS estimates that 100,000 employees will leave through attrition between now and 2015.
- The Postal Service has proposed to **increase its part time and non career (casuals) by 50%.**
- The Postal Service proposes to **withdraw all its employees and retirees from the CSRS and FERS retirement programs and establish its own retirement system.**
- The Postal Service proposes to **withdraw all its employees and retirees from the Federal Employee Health Benefit Program (FEHB) & establish its own Health Benefit Program**

Some of the proposals will require congressional approval because they require changes in law. The Postal Service is bypassing bargaining with its unions on these issues and going straight to Congress to seek these changes by legislation. This is an attack on the bargaining rights of postal workers similar to the attack on the bargaining rights of state workers in Wisconsin.

It is not a coincidence that the Postal Service has proposed these changes at the same time that bargaining is about to begin on our 2011 National Agreement. We will still bargain in good faith, but we're not so sure that USPS will.

We are going to vigorously oppose these measures. We are developing strategies now. We must work together with the other postal and federal employee unions in opposing these ill-conceived proposals.

It is imperative that all of our members contact their elected officials in Congress and urge them to oppose the USPS proposals. Please visit the Legislative Center at NPMHU.org for information on how to contact your congressional representatives.





President's Report

By Paul Hogrogian

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

Area Mail Processing (AMP):

The USPS Office of Inspector General (OIG) has recently issued a report which recommended the closing of approximately 50% of all its Mail Processing facilities in the country. USPS Headquarters has notified the NPMHU that they intend to implement the plan and that the implementation will be sooner rather than later probably within the next 18 months.

The USPS notified the NPMHU at the National, Local and Branch Levels on September 14, 2011 of the 252 installations in which it will conduct feasibility studies for possible consolidation of some operations into other installations and/or closure of those installations.

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

1. Brooklyn P&DC (outgoing) into Morgan P&DC
2. Kilmer P & DC (incoming) into Trenton P&DC and/or DVD P&DC
3. Mid Hudson P&DC into Albany P&DC
4. Northern NJ P&DC (Teterboro) into DVD P&DC
5. Queens P&DC (incoming) into Brooklyn P&DC and/or Morgan P&DC
6. Stamford P&DC into Westchester P&DC
7. Western Nassau P&DC (incoming) into Mid Island P&DC
8. Monsey DDC (Rockland) into

- Westchester P&DC
9. Mid Island Annex (Maxess Road) into Mid Island P&DC
10. NJ LDC into Northern NJ P & DC (Teterboro)
11. NYLDC into Western Nassau P&DC
12. Monmouth P&DC (incoming) into Trenton P&DC

At this point these are studies only. This is an ongoing process that will involve local input, congressional hearings, proceedings before the Postal Regulatory Committee (PRC) and discussions at the bargaining table to take place during National negotiations.

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

These plans included taking the outgoing operations out of Mid Hudson and moving them into the Westchester P & DC or Albany P & DC. The plans also include, taking the incoming letter operations out of Western Nassau and moving them into the Mid Island P & DC and taking the incoming mail from Staten Island and moving them into Morgan P & DC and Brooklyn P & DC. There are also studies underway to take the Incoming and/or Outgoing operations out of Stamford P & DC and move them into Westchester P & DC or Southern Connecticut P & DC (Wallingford).

The Postal Service has already implemented its plan to move the incoming mail out of the Bronx P & DC and into the Morgan P & DC.

This initiative effectively closed mail processing operations in the Bronx.

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

Bronx to Morgan AMP

The Postal Service notified Local 300 of its decision to consolidate incoming mail processing operations at the Bronx Processing and Distribution Center (P & DC) into the Morgan P & DC. Since the Bronx originating mail processing operations have already been moved into Morgan several years ago, there will be very little, if any, Mail Handler operations remaining at the Bronx P & DC. The Postal Service completed the transition on October 22, 2011.

Local 300 vigorously opposed this plan. Local 300 believes that not only will postal employees be adversely affected, but the quality of mail service and service standards will decline. Local 300 representatives spoke out against the Bronx consolidation at a town hall meeting on May 9, 2011. Congressman Jose Serrano passionately spoke at that meeting on behalf of Bronx postal workers. Local 300, along with the APWU, worked with elected

officials (Congressman Serrano, Congressman Elliot Engel, Senator Kirsten Gillibrand), at the national, state and local levels as well as local community boards in opposing the Postal Service's ill-conceived plan. However, as expected, the Postal Service ignored our pleas and has now begun to implement the consolidations.

Local 300 officers and members participated along with our brothers and sisters from the APWU and NALC in a rally protesting the USPS' plans to cease mail processing operations in the Bronx. I attended the July 27 rally along with Vice President Blum, Bronx Branch President Earl Randall and former Branch President Andre Spence. Bronx Borough President Ruben Diaz attended the rally and supported the Bronx Postal Workers.

There were 116 Mail Handlers currently on the rolls at the Bronx Installation. The USPS had announced that 85 Mail Handlers would be reassigned as a result of this event.

Mail Handlers were involuntarily reassigned from the Bronx by strict inverse seniority. Those Mail Handlers involuntarily reassigned have their seniority in their new installations established as their time in the Mail Handler craft (career). Several senior Mail Handlers volunteered to be reassigned in lieu of junior impacted Mail Handlers and took the seniority of the junior Mail Handler that they replace. Priority consideration is being given to all Bronx Mail Handlers who may want a transfer to other parts of the country.

"Landing spots" for reassignments were available for reassigned Bronx Mail Handlers at Morgan, Brooklyn, Mid Island, Westchester and the NJI & NDC (Jersey City) as well as 34 Mail Handler positions remaining



Staten Island Rally 8/9/11
Congressman Michael Grimm (R-NY) and many community leaders listen as Paul Hogrogian speaks at the rally.

in the Bronx Stations. Choice of assignments were offered and awarded by seniority.

Local 300 met with the Postal Service to negotiate and minimize the adverse impact of this action. As a result of these discussions only 60 Bronx Mail Handlers were involuntarily reassigned.

Staten Island to Brooklyn/Morgan AMP

The Postal Service notified Local 300 of its plans to conduct Area Mail Processing (AMP) surveys to determine the feasibility of consolidating Staten Island incoming operations into the Brooklyn and Morgan P & DCs. Since the Staten Island outgoing mail has already been consolidated into Brooklyn, implementation of this plan would effectively cease all mail processing operations in Staten Island. Their plan could result in the loss of 20 to 25 Mail Handler positions. Through negotiations, Local 300 plans to ensure that this number is kept to a minimum.

Staten Island Chief Steward Vinny Sapone, is spearheading the drive to stop the Postal Service's ill-conceived plan. Sapone has met with elected officials and community leaders to enlist their assistance in this important fight. Senators

Charles Schumer (D-NY) and Kirsten Gillibrand (D-NY) have written to Postmaster General Patrick Donohoe expressing their opposition to the consolidation. Congressman Michael Grimm (R-NY) was the featured speaker at an August 9 Rally to Save the Staten Island Post Office. I attended the rally along with Vice President Robert Blum, Chief Steward Sapone and other Local 300 representatives and members.

Sapone has also met with Staten Island Representatives Diane Savino, Andrew Lanza, Michael Cusick, Matthew Titone, Louis Tobacco, Nicole Malliotakis, James Molinaro, James Oddo, Vincent Ignizio and Deborah Rose. All of these representatives pledged their support for our cause and attended our rally.

While management stated that this is only a "study" and that no final decision has been made, Local 300 believes that the approval of the plan is a foregone conclusion. At the public hearing to discuss the consolidation of the outgoing mail several years ago, the Postal Service stated that they had no intentions of closing the Staten Island plant. It seems the Postal Service will not honor that pledge too much longer.

Mid Hudson to Westchester AMP

The Westchester District also announced its plan to consider moving the Mid Hudson outgoing operations into the Westchester P & DC. The plan, if approved, could mean the loss of 30 to 35 Mail Handler jobs in Mid Hudson. The Westchester District may also look at moving the Mid Hudson LCTS operations into Westchester. Once again Local 300 will seek to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments. Landing spots for

reassigned Mail Handlers could include the Westchester P&DC and the Newburgh and Kingston Post Offices.

While management has stated again that this is only a "study" and that no final decision has been made, Local 300 once again believes that the approval of the plan is already a foregone conclusion.

There is also a separate study underway to consider moving both the Incoming and Operations out of Mid Hudson and into the Albany P&DC.

Stamford to Southern Connecticut AMP

The Northeast Area recently announced its plan to consider consolidating the Stamford outgoing and incoming operations into the Southern Connecticut P & DC in Wallingford. The plan, if approved, could result in the removal of all mail processing operations in Stamford. However the Northeast Area and the Connecticut District may look at keeping the FSS in Stamford and perhaps add a second FSS. Once again Local 300 will seek to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments.

Management has stated again that this is only a "study" and that no final decision has been made.

There is also a separate study underway to consider moving both the Incoming and Operations out of Stamford and into the Westchester P & DC.

Western Nassau to Mid Island

The USPS also has announced its plans to move the Western Nassau incoming letter operations into

Mid Island. As part of that plan, the USPS informed Local 300 of their intention to excess thirteen (13) Mail Handlers out of Western Nassau and into Mid Island. Local 300 met with management representatives from the Western Nassau Installation, the Long Island District and the Northeast Area and were able to minimize the impact by lowering the number of excess Mail Handlers to seven (7) Mail Handlers. There were sufficient senior volunteers and NO Western Nassau Mail Handlers will be involuntarily reassigned because of this event.

Tour Compressions and Bid Realignment

In addition to its Area Mail Processing (AMP) initiatives, many installations within Local 300's jurisdiction have implemented Tour Compressions and/or bid realignments. Management claims that it has to "right size" its workforce and properly align its bid positions with the mail flow. Local 300 believes that most of these actions are foolish and not well thought out. Many of the bid positions that management is eliminating are from operations that are already understaffed. Local 300 has been meeting with management to negotiate more bid positions and to minimize the adverse impact to the Mail Handler bid holders. The necessary grievances have been or will be filed.

Morgan Tour Compression/Bid Realignment

Morgan management claimed that Morgan Mail Handler operations were overstaffed by 174 positions and that 174 Mail Handlers would have to be excessed out of the NYC Installation. Local 300 was successful in reducing that impact to 99 Mail Handlers and then further reducing that impact to 70 Mail Handlers.

Through further negotiations, senior volunteers, priority transfers and returning former clerks to their craft, Local 300 was able to ensure that not one Mail Handler was involuntarily reassigned out of the installation.

The successful effort was won by long, continuous negotiations. Local 300 presented organized counter arguments and alternatives. NYC Branch President Willie Delgado was instrumental in achieving this goal.

The Morgan P & DC and the NYC Installation are now positioned to gain and not lose Mail Handlers.

Westchester Bid Realignment

The Postal Service has also abolished twenty-three (23) bid assignments as a result of its bid realignment initiative. However, the impact was offset by the posting of twenty-four new FSS positions. Local 300 filed the appropriate grievances protesting the abolishment of bid positions that we feel are still necessary. The reassignments were effective July 30, 2011.

JFK Bid Realignment

The Postal Service is also currently implementing the plans to realign bids at JFK. Local management is claiming that they need to eliminate bid positions because of the loss of the Domestic Irregular Parcel Post (IPP) operations.



Local 300 President Paul Hogrogian in the Hart Senate Office Building - 2011 NPMHU Legislative Conference

Local 300 Branch President Stan Howard, Vice President Robert Blum and Local 300 JFK stewards succeeded in getting JFK management to keep many of the positions that they proposed to revert or abolish. Local 300 negotiated to minimize the impact to all Mail Handlers where possible. Management has changed the rest days of some bids in specific operations. Article 12 mandates that when the rest days of a position are changed, the position must be posted for bid installation-wide. Please keep in mind, that the decision to change the rest days was a management decision, which the Union vehemently opposed. The expedited selection process was also conducted in those sections on Tour 2 where mandated by the provisions of Article 12.

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

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

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

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 operational in the NJI & BMC (4 machines) and Mid Island (4 machines) and are being installed in Westchester (1 machine), Brooklyn (1 machine) and Stamford (1 machine). These machines should be operational soon.

PTF Conversions

Local 300 has been successful in negotiating the conversion of Part-Time Flexible (PTF) Mail Handlers to Full-Time Regular status in NJI & NDC, DVD, JFK, Mid Island and NJ LDC. Local 300 continues to negotiate with the Postal Service in an attempt to get PTF Mail Handlers from other installations converted to Full-Time Regular status.

National Reassessment Process/OWCP

Phase II was 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.

The USPS has recently announced that the National Reassessment Process (NRP) concluded on January 31, 2011. However, they also announced that the assignment of Limited Duty and Rehabilitation employees will continue to be made in compliance with Employee and Labor Relations Manual (ELM) Section 546, Handbook EL 505 and all applicable federal laws and regulations and collective bargaining agreements.

Both Local 300 and the National Union will continue to closely monitor the situation and take



*(Pictured left)
Local 300
President
Paul Hogrogian
meets with
New Jersey
Congressman
Albio Sires
in his office at the
2011
NPMHU
Legislative
Conference*



*Mail Handlers Health Benefit Plan Award 2010
(l-r) Paul Hogrogian - Local 300 President is presented
with Local 300's award by MHBP representative Al
DiLeo, also pictured is Tom Ruther Local 300 CTSEBM*



New Jersey Congressman Donald Payne meets with Local 300 President Paul Hogrogian at the 2011 NPMHU Legislative Conference

whatever action is necessary to protect our members.

Training

Local 300 has continued to implement its aggressive training programs.

Steward Training for new stewards is being planned for later this year. National Shop Steward Trainer Sam D'Ambrosio and I will provide the training.

Local 300 will also provide Arbitration Advocate training for new Local 300 Arbitration Advocates early next year.

Plans are also underway for several other trainings to be conducted

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

Social and Recreational Activities

Unfortunately Local 300's annual Rye Playland outing had to be cancelled this year due to inclement weather

on both the original date (August 13th-rain storm) and the rain date (August 27th-Hurricane Irene).

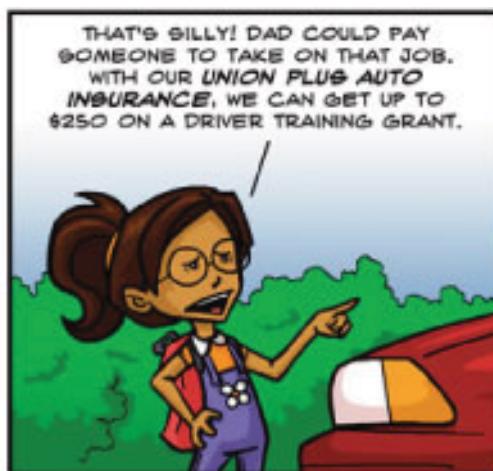
On July 17, 2011, approximately 300 Local 300 members, family members and friends traveled to Citi Field in Flushing to attend Local 300's annual "Met Trip". Connecticut State Executive Board Member Tom Ruther organized the event.

These events provide us the opportunity to spend some much needed time with our families, friends and each other outside of our workplace and away, if for just a day, from the problems that we face there. I look forward to attending these activities in 2012.

Local 300 participated in this year's Labor Day parade on Saturday September 10, 2011. Vice President Blum coordinated Local 300's participation in this event.

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

Paul Hogrogian
President
Local 300 NPMHU



NPMHU Legislative Conference

Many NPMHU Union Leaders from across the country gathered in Washington, DC for the "2011 NPMHU Legislative Conference." The start of the conference featured training and many presentations on how to effectively lobby for Mail Handler issues with our members of Congress.

The main focal point of our efforts was legislation in the House of Representatives H.R. 1351 titled "United States Postal Service Pension Obligation Recalculation

and Restoration Act of 2011" This important piece of legislation would correct the overpayments made by the USPS to OPM for CSRS & FERS pension funds. The overpayments would be refunded to the USPS and the refund used for the USPS obligation to pre-fund Health Benefits for future FERS retirees. Local 300 representatives were successful in gaining many co-sponsors to H.R. 1351 In addition, members of Congress have also been asked to co-sponsor H.Res. 137 to Keep 6 Day Mail Delivery.



(l-r) Paul Hogrogian - Local 300 President, Mark Gardner - NPMHU National Secretary-Treasurer, Cong. Donald Payne (D-NJ), Bobby Blum Local 300 Vice Pres., Bob Losi - NPMHU Legislative & Political Director, John Hegarty - NPMHU National President



(l-r) Bobby Blum Local 300 Vice President, Paul Hogrogian - Local 300 President, Cong. Albio Sires (D-NJ), Bob Losi - NPMHU Legislative & Political Director



Cong. Carolyn McCarthy (D-NY), Kevin Tabarus - Treasurer Local 300



(Pictured left) Thomas Ruther - CT State Exec. Bd. Member, Cong. Gary Ackerman (D-NY), Kevin Tabarus - Treasurer Local 300



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

May 2011 - Washington, DC

Representing Local 300 were; Paul Hogrogian - President, Bob Blum - Vice President, Kevin Tabarus - Treasurer, and Tom Ruther - CTSEBM.

Local 300's representatives met with the following members of Congress and/or their staff on Capitol Hill:

Cong. Tim Bishop (D) NY-1, Cong. Steve Israel (D) NY-2, Cong. Peter King (R) NY-3, Cong. Carolyn McCarthy (D) NY-4, Cong. Gary Ackerman (D) NY-5, Cong. Edolphus Towns (D) NY-10, Cong. Carolyn Maloney (D) NY-14,

Cong. Jose Serrano (D) NY-16, Cong. Elliot Engel (D) NY-17, Senator Frank Lautenberg (D) NJ, Cong. Donald Payne (D) NJ-10, Cong. Albio Sires (D) NJ-13, Senator Lieberman (I) CT, Senator Blumenthal (D) CT, Cong. Murphy (D) CT-5, Cong. Himes (D) CT-4, Cong. DeLauro (D) CT-3 and Senator Brown (R) MA

Local 300 will continue to seek co-sponsors to legislation that supports the issues of the NPMHU, looking to gain more co-sponsors from the remaining members of our Congressional delegation.



(l-r) Kevin Tabarus - Treasurer Local 300, Cong. Edolphus Towns (D-NY), Paul Hogrogian - Local 300 President, Bobby Blum Local 300 Vice President



Paul Hogrogian - President Local 300 and Congressman Elliot Engel (D-NY)



(l-r) Bobby Blum Local 300 Vice President, Cong. Carolyn Maloney Paul Hogrogian - Local 300 President



(l-r) Local 309 (Upstate NY) NYSEBM Gregg Hubbard, Local 300 Treasurer - Kevin Tabarus, Cong. Peter King's (R- NY) Legislative Correspondent Jamie Tricarico, NPMHU Legislative & Political Director Bob Losi, Local 309 (Upstate NY) Recording Secretary - Alex Catello



(l-r) Terry Donahue - NPMHU NE Reg. Dir., Senator Brown (R-MA), Neil Ryan - Treasurer Local 301 (New England), Thomas Ruther - Local 300 CTSEBM



Vice President's Report

By Robert "Bobby" Blum

Our Wisconsin is now! You've read and heard not only in this newsletter but throughout all forms of media the drastic proposals to our job security, benefits and standard of living by the United States Postal Service's incompetent management just like what has been attempted in Wisconsin and other states. The question is what are we going to do about it?

We strongly encourage everyone to contact your Congressional Representatives and Senators without delay. We can't be successful if we don't all speak as one. Go to www.Local300npmhu.org or www.npmhu.org and go to the legislative link. Make your voice heard in support of beneficial legislation such as **H.R. 1351** which will provide the Postal Service with much needed relief including repealing the burdensome pre-funding of future Retirees Health Benefits that is already well funded and no other government agency or large corporation is obligated to do. This bill will also recalculate the pension surplus and transfer the billions and billions of dollars that exist in the CSRS fund and move it back to the Postal Service to provide financial relief and eliminate the need for the Postal Service to make any more payments into the RHBf. Transferring this money would not change the Federal Government's financial situation. **This is not a bailout!** Tell your representatives you are opposed to closing of approximately 300 processing centers, elimination of 220,000 middle class jobs in a time of economic downturn, removal of contractually negotiated no layoff provisions, reduction in six day delivery and relaxation of Service Standards. If the Postal Service is allowed to change

the Service Standards they will be able to process the mail farther and farther away from its originating point and be able to close many processing facilities.

Don't let me forget the Postal Service's proposals to remove us from the Federal Health Benefits Plan and from the Civil Service Retirement System (CSRS) as well as Federal Employees Retirement System (FERS) and administer their own Health and Retirement programs. The Postal Service can't even run the Postal Service do you trust them with running your retirement and medical care? If these schemes aren't enough to get us motivated nothing will. Please have all your family members do the same. Form letters should appear on the websites very soon. Better yet send a hand written letter to your representative's local office. If you need assistance in this crucial effort do not hesitate to contact me at Local Headquarters.

The Real Agenda

You have heard I'm sure that the Postal Service will lose approximately \$8.5 Billion Dollars in fiscal year 2011. Let's examine this figure and what might be behind the noticeable breaking apart of the United States Postal Service. As of June 2011 the Postal Service lost on paper \$5.6 Billion Dollars in fiscal year 2011, which will conclude September 30, 2011. \$4.6 Billion of this or **82%** is due to the pre-funding mandate and overpayment to retirement trust funds. So the loss is \$1 Billion Dollars for Postal Operations not the billions and billions you read and heard about. In fact from fiscal years 2007 through 2010 the Postal Service had a net income of \$700 Million Dollars

on Postal Operations not a loss. Again the losses in these years were due to the mandates not postal operations. So for the period beginning October 1, 2006 and ending June 30, 2011 the Postal Service nearly broke even on Postal Operations. Yet the right wing media, politicians and organizations have relentlessly promoted the failure of the Postal Service and have blocked the efforts to pass suitable legislation to provide warranted relief from these pre-funding and overpayments (**H.R. 1351**). Why? Their agenda is to destroy the Postal Service as a public entity and bust the Postal Unions.

Yes mail volume is down due to electronic diversion and a poor economy but that's not what is destroying the Postal Service. The above mentioned mandates are. No sane organization or corporation would allow this to happen. No sane organization or corporation would borrow \$15 Billion Dollars to pre fund a future generation retiree's health benefits that are already well funded but congress has mandated the Postal Service to do it. Another hair brained scheme is to eliminate Saturday delivery and in the future other delivery days. Again the right wing politicians, organizations can't wait for this to occur and are promoting it. Going to reduced delivery days forces the public to find alternative means to have their correspondence and packages delivered. Other companies will step in to offer service on Saturday or any other day the Postal Service no longer provides. Eliminating one day of delivery is the equivalent of reducing service between 15% and 20%. Yet even if you believe the Postal Service own propaganda they would save less than 5% of expenses. It doesn't add up. Additionally thousands of USPS

middle class jobs would be gone. More damage to the economy.

The media is full of reports of closing of Post Offices and Processing Centers. The media is full of articles saying no one still relies on the Postal Service but somehow the Postal Service had \$67 Billion Dollars in Revenue in 2010 and outsourced work valued at \$12 Billion Dollars! As written in many articles and on the Internet, rich business people who fund right wing politicians such as Rep. Darrell Issa and Rep. Dennis Ross who Chair the Committee and Sub-Committee that oversees the Postal Service respectively, are the driving force behind closing down postal operations and busting the Postal Unions including us of course. Why? So they can rob the profitable parts of the Postal Service by privatizing it. There is a lot of money in the mail business over a **Trillion Dollars world-wide** and these privateers want more of it. Closing of postal facilities and offices, reducing delivery days removes the public's attachment and eliminates the Postal Service's nation-wide footprint in every community. The Postal Service management is cooperating with them. United Parcel Service is already running advertisements in some communities in California informing the public that when their Post Office closes they are open for business for Post Office Boxes, shipping and other services.

Piecemeal Privatization

The beginning of privatization of the Postal Service was started many years ago. A term that's been used to describe it is **Piecemeal Privatization**. Quite a few Editorials and Exposés have been written on privatizing the Postal Service. To summarize these articles, generally privatization involves a three step plan.

The first step is called **Marketization**.

This involves changing the way the Postal Service is run. Going from a public service to a corporate style structure. Caring less about serving the public and more about the bottom line. Sounds familiar doesn't it? That's exactly what the Postal Management has been saying and doing.

The second step is **Contracting Out**. This is the primary way privatization is achieved. Until about 23 years ago almost all Post Office work was done in the Postal Service. Then regulations and manuals were changed to make it less problematic for the Postal Service management to contract out work. As stated above currently the Postal Service contracts out approximately **\$12 Billion Dollars** worth of work every year.

The third step is for the Postal Service to **Divest** its assets by closing and consolidating thousands of Post Offices and processing facilities. Exactly what has been happening and much more radical closures are being proposed. This reduces the Postal Service's footprint in the communities they serve, and eventually makes the Postal Service which for generations has been the hub of a community, less relevant. Thousands of Postal jobs have disappeared and over 200,000 more are on the Postmaster General's wish list. The Postal Service is methodically being taken apart piece by piece by Postal management who knows nothing but cut and close,

without foresight or imagination to move our organization forward. There is still over 150 billion pieces of mail to be delivered yearly yet upper management treats their obligation to provide Universal Service and protect the Postal Service's infrastructure as a burden and they are being supported by the anti-worker, anti-union privateers in Congress.

Let your neighbors, family and friends know that when the private delivery companies move in they will deliver packages and letters at a much higher cost without desire to provide Universal Service six days a week. To repeat because it is crucial, as far as mail processing centers are concerned the Postal Service is proposing to Congress it be allowed to relax its service standards and change overnight to two day delivery and two or three day delivery to four days. Less and less processing centers will be needed and of course that's where the overwhelming majority of Mail Handlers work.

It is up to all of us to stop it. Please vote in every local, state and national election and support and pro worker, pro union and labor friendly candidates. **Take Action Now!**

Unity & Strength Always
Bobby Blum
Vice President

Craft Jurisdictional Victory in Staten Island

Vice President Bobby Blum's hard work paid off. Staten Island Mail handlers for the first time has won a settlement for 899 hours owed to the Mail handlers for a contractual violation. The grievance was filed for April, May, June of 2008. Our President Paul Hogrogian and Vice President Bobby Blum sent this grievance to be scheduled for Arbitration because they both knew it could be won. Local 300 on Staten Island still has more grievances that are held in abeyance regarding the same issue.

Yours In Solidarity,
Vinnie Sapone

Meetings, Events, and Activities - Around LOCAL 300



10/17/10 - Breast Cancer Walk



New York City Branch Meeting 11/20/10



12/4/10 - Flushing Branch Christmas Party



12/5/10 - Mid Island Branch Christmas Party



Stamford Branch Meeting 3/19/11



DVD Branch Meeting 3/19/11



Bronx Rally 7/27/11 (l-r) Paul Hogrogian Local President Earl Randal Bronx Branch Pres., Ruben Diaz Jr. Bronx Borough President, and Bobby Blum Vice Pres.

Staten Island Rally 8/9/11 (Pictured right)

NY Congressman Michael Grimm (R) listens as Local President Paul Hogrogian speaks at the rally.



Meetings, Events, and Activities - Around LOCAL 300



(Pictured left)
ISC-JFK Branch Meeting
10/14/10
Shop Stewards John Dausner and Charles Hanley



NJI-NDC Branch Meeting 10/21/10



Teterboro Branch Meeting 10/14/10



Teterboro Branch Meeting
10/14/10

(Pictured left)
Local 300 President Paul Hogrogian reporting to the membership.

(Pictured right)
Al Lombardi listening to a member's concerns.



Stamford Branch Meeting 11/20/10



Stamford Branch Meeting 11/20/10
Branch President Don Utz discussing the issues



Treasurer's Report

By Kevin Tabarus

Finances

Local 300's finances have never been better. However, there are concerns and challenges that will confront us in the future. Both regular and associate membership dues revenue continue to decline. With less dues revenue, we have made adjustments and lowered our expenses without sacrificing our primary purpose of representational activities.

This year, additional internal financial controls have been implemented providing even more transparency. For year-end reporting, adjustments were made with the preparation of these reports, saving thousands of dollars in administrative costs.

We are proud to report that all of Local 300's funds are now fully insured by FDIC. This was achieved through diversifying funds to several banks. Secure investments have been made with these funds to have the ability to provide union representation now and in the future.

2010 Financial Year End Report

Last year, our largest categorized disbursement was for **Representational Activities**. This is represented in the pie chart for 2010 Disbursements. Over \$1.1 million dollars was spent on this category which includes the costs of; Contract Enforcement, Grievance Processing and Administration, Arbitration, Legal Fees, Recruiting New Members, Postage, etc. Other functional categories of disbursements include:

Per Capita Tax is required by the NPMHU Constitution. From the

\$19.00 union dues deduction on your paycheck, Local 300 remits \$6.35 to the National NPMHU office.

The functional category for **Union Administration**, accounts for disbursements relating to; Elections, Membership Meetings, Member Education, Newsletters, and basically expenses related to the general administration of the local.

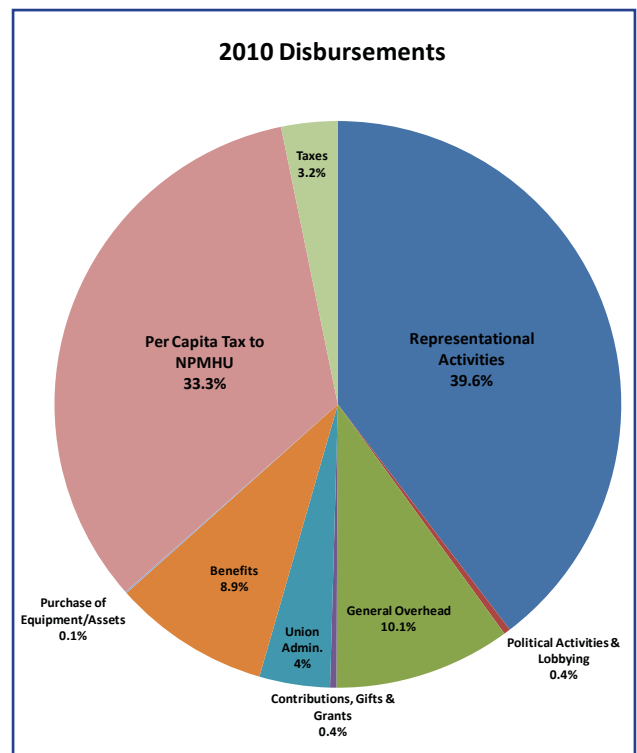
General Overhead indicates all other disbursements that cannot be allocated to any other category. Expenses allocated to this category include; Member Events (such as Rye Playland and the Mets Game), Member Social Activities, Flowers, Professional Fees, Membership Premiums (such as Local 300 shirts/hats/aprons), etc. Last year's cost of providing a Membership Premium to each member was over \$43,000

Contributions, Gifts, and Grants are donations to charitable organizations and the Local 300 Memorial Scholarships.

Political Activities & Lobbying reflect the costs of; Addressing political issues, contacting Congressional offices regarding Mail Handler issues, Lobbying members of Congress to co-sponsor/discuss legislation that may impact the NPMHU, laws, voter education, etc. (Note: No Local 300 funds are used to provide political campaign contributions)

Local 300 has been enacting conservative spending practices for many 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 (decades) 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 for this year. There are large expenses associated with these training programs. Local 300 is committed to these programs to provide outstanding representation to the Mail Handler craft. Conducting these training programs is an expense that is, "money well spent, since it is an investment in our future."



Each year, Local 300 complies with regulations regarding fiscal year-end reporting. The Local 300 annual financial reports are publicly disclosed to Department Of Labor and the Internal Revenue Service. Additionally, (in accordance with the NPMHU Local Union Constitution) at each meeting of the Local Union Council a detailed written financial report is provided and at each meeting of the Local 300 Executive Board, each individual financial transaction is disclosed and reviewed.

Local 300 Membership Report

Since my last membership report, the amount of regular members has continued to be in a state of decline. However, the percentage of overall membership continues to increase. Local 300 membership is currently 91.8%

We still have the ability to increase our membership complement by being aggressive in signing up non-members. There still are several hundred non-members within our local. You might work right next to them. They should be encouraged to join Local 300 with a NPMHU Form 1187 (sign-up form). If you sign-up a non-member into Local 300, you will receive a \$20 Recruitment Rebate.

The chart below reflects the membership totals for Local 300. The highest amount of Local 300 members since July 2007 was 6,349 which occurred in pay period 13-2007.

In the last newsletter during the Fall of 2010, I reported that in pay period 19-2010 we had 5,560 regular members. Recently, as of pay period 17-2011, we have 5,384 total regular members. The decline in membership is due mainly to attrition (retirements, separations, and transfers). This decline in membership has affected the finances. The difference in the

amount of income generated from regular membership dues from this current year (2011) to the same period last year in 2010 is a decrease in Regular Member Dues income of 1.0%

Revenue from Associate Membership Dues have also declined but at a much increased rate. The rate of decline in revenue from 2010 to 2011 is 10.6%

For your information, Associate Members are; any Postal employee that is not in the Mail Handler craft, or any Federal Employee. Many Associates have sought membership in the Mail Handlers Union to participate in the many programs of the Mail Handlers Benefit Plan (MHBP).

Such losses in revenue would adversely affect most labor organizations, however Local 300 was prepared well in advance. These changes have had no impact on the quality of union representation.

Branch Membership %

Local 300 Branches with the highest membership ratio are:

Mid Island P&DC (96.7%)
ISC – JFK (96.5%)
Brooklyn P&DC (95.6%)

Each branch has been provided a listing of all “prospective” members. Help your branch increase its’ membership. Sign-up a non-member today, and Local 300 will provide a \$20 Recruitment Rebate to you!

Local 300 Newsletter Editor

Each newsletter continues to provide each member with valuable information. We have been trying to produce a newsletter every six (6) months. Due to various circumstances, issues were not produced as frequently as desired. Nevertheless, Local 300 is committed to providing

you newsletters now and in the future. The editing, designing, and all the work that is put into each issue is a project that I will continue to enjoy, as I hope that you enjoy this finally finished product.

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

Local 300 Website

Another one of my other assigned duties is to maintain Local 300’s website (local300npmhu.org). The website has proven to be an effective tool to provide the membership with updated information as it develops. Check the webpage often for updated information.

Very important information has been posted on the website. **‘Legislation on Capitol Hill’** contains information on important issues that might affect the Mail Handler craft. Here you can find all of the relevant legislation, which are pending in the 112th session of Congress. Please be sure to check on how your Congressional leaders have or have not supported NPMHU legislation. Every member is encouraged to keep in contact with their members of Congress.

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

Cost Of Living Adjustments - COLA

Our last and final COLA of this current national agreement is scheduled to be paid in September 2011. Cost Of Living Adjustments are based on the “National Consumer Price Index for Urban Wage Earners and Clerical Workers,” published by the Bureau of Labor Statistics, United

States Department of Labor, which is commonly referred to as the 'CPI-W'. This COLA payable in September 2011 is based on the change in the CPI-W from our last adjustment (March 2011) to July 2011.

For the entire 2006-2011 National Agreement, Cost Of Living Adjustments (COLAs) totaled \$3,640. This equates to a salary increase for a top step Level 4 Mail Handler of approximately 7.58%.

The COLA Chart below displays; the CPI-W and the dollar amounts of each COLA salary adjustment during the 2006-2011 National Agreement.

Contractual Salary Comparisons NPMHU to APWU

From November 2006 to November 2011, the percentage of Salary Increases;

NPMHU 14.81% **APWU 10.68%**

Wage comparison; top step level 4 Mail Handler hourly wage \$25.48, top step Level 5 Mail Handler hourly wage \$25.97, a top step Level 6 Clerk hourly wage is only \$25.52.

Arbitration & Grievances

Despite having the title of Treasurer, I also continue to remain active with grievance activity. Over the past few years, I have been an Arbitration Advocate for both Western Nassau and NY L&DC branches. I would like to thank the officers and stewards of both branches for their help in assisting testifying at several arbitrations. In addition, I am both happy and proud to let you know of two new Arbitration Advocates at NY L&DC. Both Kevin Pollack and Ian Regan have been Technical Advisors at several arbitrations. Both have been assigned arbitration cases and both have been able to achieve several favorable pre-arbitration settlements. Recently, Ian Regan had his first arbitration hearing and WON, a 14 Day Suspension was rescinded. It has been a pleasure to work with two young and eager union representatives. I look forward to working with them for years to come.

Elections

This year Local 300 had two (2) elections. First there was the Local 300 Officer election. Then, while Officer

Election was drawing to a close, the LIUNA Convention Delegation Election started. Congratulations for all of the elected officers and delegates. I am sure they will all represent the members Local 300 in a manner which they deserve. Note that the total cost of the elections are estimated at over \$140,000 combined.

I wish to thank all of you for your support over the years. Being Treasurer for the largest NPMHU Local Union in the country is one of the most challenging jobs I have ever had. As an elected union official, I humbly consider it to be an honor and a privilege to represent the over 5,400 members of Local 300. I look forward to this next three year term as your Treasurer and as an elected delegate to the 2011 LIUNA Convention.

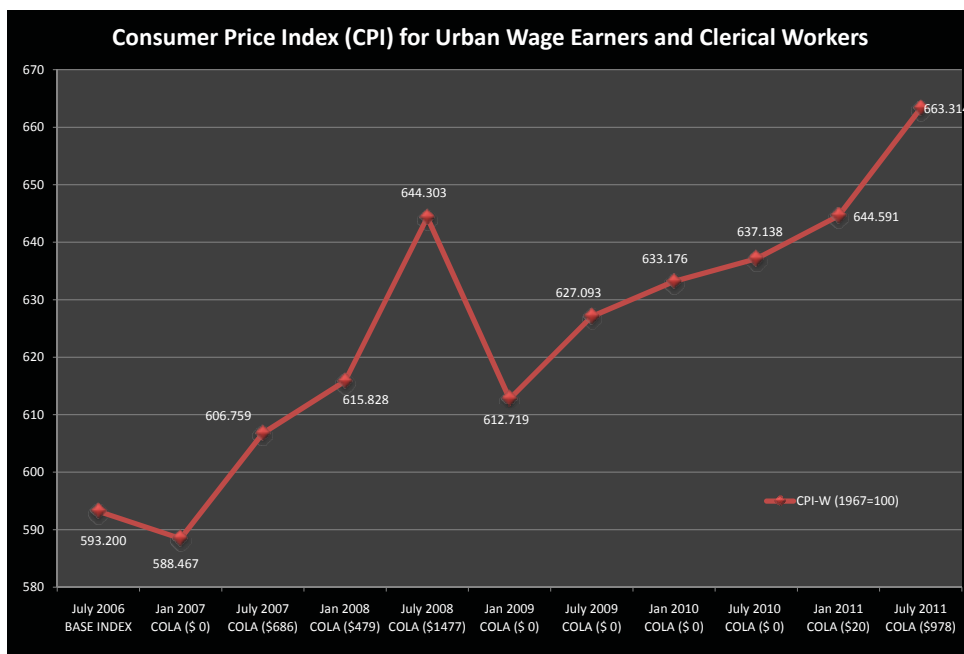
NPMHU Legislative Conference

In May of 2011, I had the pleasure of representing Local 300 in Washington DC. Local 300 representatives lobbied members of Congress for them to co-sponsor; H.R. 1351 ***"United States Postal Service Pension Obligation Recalculation and Restoration Act of 2011"*** and H.Res. 137 a House Resolution that the, ***"USPS should take all appropriate measures to ensure the continuation of its 6-day mail delivery service."***

President Paul Hogrogian, Vice President Bobby Blum, CTSEBM Tom Ruther and I met with Congressional leaders within Local 300's jurisdiction. Meetings were scheduled with members of Congress and/or their staff, (NY 8, NJ 3, CT 5).

It is important to remain Politically Active. There are issues confronting us which are better addressed through legislation to change laws and regulations. H.R. 1351 would correct the overfunding of the CSRS & FERS pension funds and apply the surplus

COLA 2006-2011 National Agreement



to the pre-funding requirement for future FERS health benefits. Currently, the USPS claims that they are billions of dollars in debt. However, if the pension funds overpayment were corrected by H.R. 1351, the USPS would actually have made money, instead of losing money.

Please contact your Congressional representatives, let them know that you are a member of the National Postal Mail Handlers Union. If your representative is already a co-sponsor of H.R. 1351, thank him/her for their support. If they are not, ask them to support H.R. 1351 sponsored by Cong. Lynch (MA). For your senators, tell them who you are and that they should only support legislation similar to H.R. 1351. There are several pieces of legislation in the Senate, but they contain provisions that would be harmful to the Mail Handler craft.



1/7/11 - Local 300 attended a special event for NY Congressman Tim Bishop (D - 1st district) Pictured (l-r); Kevin Tabarus Treasurer NPMHU Local 300, James Tuthill - Trustee NALC Branch 6000, Cong. Bishop, Walter Barton - President NALC Branch 6000, and Ronald Raynor - Trustee NALC Branch 6000

Political Action Committee

The managers of the United States Postal Service are under the impression that last the "S" in USPS stands for "Business" even though it stands for "SERVICE". It is imperative that we keep the "service" in the Postal Service. Sometimes we need more help than relying solely on the grievance procedure. Congressional activity is very important to enact

new laws, or pressure the USPS to provide quality universal mail service to the public.

Political Action is very important in these trying times. Every member should be writing to their elected representatives on Capitol Hill. Let them know that you are a member of the NPMHU and that you are a registered voter.

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. I have been at the Ambassador contribution level (\$500+) for the PAC for several years in a row. This committee is Non-Partisan.

The NPMHU PAC contributes to campaigns of candidates for and incumbents of Congress, who repeatedly demonstrate "concern for working people and for the aims and objectives of the NPMHU and the entire trade union movement," this is regardless of political party affiliation.

Our goals for the PAC are;

- Every regular member donates at least \$1 a pay period, (\$26 for the year). This would be the PAC contribution level of a "PAC Member."
- Every shop steward donates at least \$2 a pay period, (\$52 for the year). This would be the PAC contribution level of a "PAC Sponsor."
- Every officer donates at least \$100 for the year. This would be the PAC contribution level of a "PAC Activist."

There are higher contribution levels too.

- *Leader - \$250 for the year*
- *Ambassador - \$500 for the year*



August 8, 2011 - Kevin Tabarus met with NY Congressman Pete King (R) 3rd district, thanking him for his support of Mail Handler issues. Congressman King is a co-sponsor of H.R. 1351 and H.Res. 137

Contributing to the PAC is simple and easy. The easiest method for contributing is establishing a bi-weekly payroll deduction. You can set up a bi-weekly deduction from your Postal Paycheck on Postal Ease or on www.Liteblue.usps.gov. The instructions for Postal Ease can be found on page # of this newsletter. You will need your USPS Pin & EID. If you need help joining the PAC, please feel free to contact me at Local 300 headquarters.

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

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



Local 300 Stops Excessing of Mail Handlers from NY Installation

By Wilfredo Delgado

New York City Branch President

Postal management had proposed to involuntarily **excess 174 Mail Handlers (seniority date October 28, 1998 and junior)** from the NY Installation (Morgan P&DC and Customer Service Stations).

Local 300 was successful in reducing the impact to our craft by keeping all Mail Handlers in the NY Installation. **NOT ONE MAIL HANDLER WAS INVOLUNTARILY EXCESSED.**

This successful effort was won by continuous negotiations. Local 300 presented organized counter arguments and alternatives that made

sense. Our objective was to minimize impact to our craft and keep our Mail Handlers in the NY Installation, and that was done.

Local 300 began by having stewards and/or members evaluate the staffing needs in each section. These evaluations were then presented at the several (13) meetings with management.

The Union on the national level, negotiated an MOU for priority transfer consideration (eReassign to other facilities) for installations that were under excessing. **Local 300**

kept the landing spots for volunteers to 25 miles or less; extended the deadline for volunteers to transfer.

We reviewed management's plan and were able to present counter argument that projected over-time and leave usage would require the reduction of proposed excessed mail handlers to meet realistic staffing needs in sections.

We negotiated exceptions for: employees on long term absences, OWCP, etc.; and further attrition by retirements/removals, etc...

We presented alternatives based on projected influx of mail operations to Morgan P&DC from Triborough collection operations and Bronx mail processing changes.

We distributed timely Newsflashes to keep members informed of the status of negotiations and the impact to our craft.



Live.
Relax.
Enjoy.

50
BENEFITS

help stretch your
paycheck and make
life a little easier.

We know you work hard for your money. That's why we've created 50 benefits to help you get more out of life. Visit UnionPlus.org to save on:

- AT&T wireless devices and services.
- Rental cars & family vacations.
- Theme parks, movies, restaurants and more.

PLUS EVEN MORE BENEFITS offer you additional financial, health, insurance, legal, travel, entertainment and educational savings and services.



For details, visit
UnionPlus.org

Web



8/13/11 - Western Nassau Branch Meeting



8/13/11 - NY LDC Branch Meeting

*** Local 300 OFFICER ELECTION RESULTS ***

For the uncontested officer positions, the following were unopposed and certified as duly elected:

- Local President and Delegate to the National NPMHU Convention - **Paul Hogrogian**
- Vice President and Alternate Delegate to the NPMHU Convention - **Robert "Bobby" Blum**
- Treasurer - **Kevin Tabarus**
- CT Exec. Board Member - **Thomas Ruther**
- NY Exec. Board Member - **Andrew Piacente**
- JFK Branch President - **Stanley Howard**
- Brooklyn Branch President - **Yvette Johnson**
- Mid Hudson Branch President - **James Perkins**
- Mid Island Branch President - **Robert Lussos**
- Monmouth Branch President - **Robert Blum**
- Western Nassau Branch President - **Peter Bilotta**
- NJ L&DC Branch President - **Eric Richard**

For the contested officer positions, the results are as follows:

Recording Secretary

Linda Yancey 1207

Matty McDonald 646

Blanks & Voids 5 - Total 1858

NJ Executive Board Member

Charles Price 487

Andrea Haynes 203

James Montagne III 101

Blanks & Voids 6 - Total 797

New York City Branch President

Wilfredo Delgado 249

Anthony Harper 202

Blanks & Voids 19 - Total 470

Bronx Branch President

Earl Randall 25

Andre Spence 10

Blanks & Voids 4 - Total 39

Kilmer Branch President

Thomas Hynes 64

April Jennings 26

Angela Massey 11

Blanks & Voids 1 - Total 102

NJI & NDC Branch President

Tom Mullahey 233

Stephen Craig 103

Matty Mullin 44

Blanks & Voids 9 - Total 389

Teterboro Branch President

Ricardo Gonzales 69

Al Lombardi 33

Blanks & Voids 0 - Total 102

Westchester Branch President

Tony York 108

George Crooks 34

Blanks & Voids 1 - Total 143

Flushing Branch President

Trevor Stuart 85

Donald Rabot 66

Blanks & Voids 4 - Total 155

Stamford Branch President

Don Utz 71

Mike Szygiel 11

Blanks & Voids 2 - Total 84

DVD Branch President

Ray Bermudez 119

John Sterlacci 29

Blanks & Voids 5 - Total 153

NYL&DC Branch President

Dawn Licata 80

Kevin Pollack 23

Anton Mark 20

Wanda Smith 12

George Cuff 7

Blanks & Voids 4 - Total 143

Local 300 Installation of Officers - July 16, 2011



Back Row (l-r): Kevin Tabarus Local 300 Treasurer, Dawn Licata NYL&DC Branch President, Charlie Price NJ SEBM, Earl Randall Bronx Branch President, Jim Perkins Mid Hudson Branch President, Ray Bermudez DVD Branch President, Tom Mullahey NJ NDC Branch President, Andy Piacente NY SEBM

Front Row (l-r): Don Utz Stamford Branch President, Ricky Gonzales Teterboro Branch President, Stan Howard ISC/JFK Branch President, Trevor Stuart Flushing Branch President, Yvette Johnson Brooklyn Branch President, Paul Hogrogian Local 300 President and NE Regional Vice President, Peter Bilotta Western Nassau Branch President, John Hegarty NPMHU National President, Bobby Blum Local 300 Vice President and Monmouth Branch President, Tom Hynes Kilmer Branch President, Tom Ruther CT SEBM, Linda Yancey Local 300 Recording Secretary, Tony York Westchester Branch President, and Wilfredo Delgado New York City Branch President

Not Pictured: Robert Lussos Mid Island Branch President and Eric Richard NJL&DC Branch President

*** 2011 LiUNA DELEGATE ELECTION RESULTS ***

The following top 18 candidates were elected as Delegates to the 2011 LiUNA International Convention

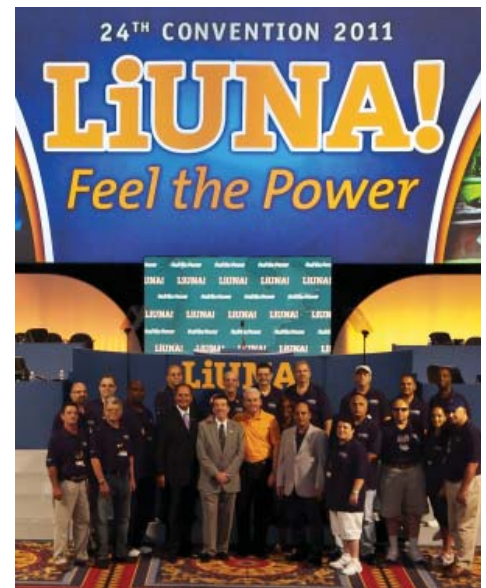
DELEGATES

CHARLIE PRICE	708
TOM MULLAHEY	703
ROBERT "BOBBY" BLUM	688
WILFREDO DELGADO	674
KEVIN TABARUS	672
RAY BERMUDEZ	657
MICHAEL "The Struggle" JACOBUS	638
YVETTE JOHNSON	631
JOSEPH PALAU	621
AL LOMBARDI	612
LUCY LOMBARDO	599
ANDREW PIACENTE	595
STAN HOWARD	586
ROBERT LUSSOS	579
CHARESE TEVENAL	576
TREVOR STUART	560

DON UTZ	553
MATT McDONALD	229

ALTERNATE DELEGATES

CRAIG TERRY	209
BETH ALINEA	187
ANGEL BAEZ	184
JOHN REID	171
ALAN DELGADO	168
JOSEPH COSTIGAN	168
JOHN COSTIGAN	168
ANDRE SPENCE	167
GEORGE PRICE	163
TERRANCE FLYNN	161
JAMES MONTAGNE III	157
MATTY MULLIN	154
KEVIN POLLACK	152
APRIL JENNINGS	136
PAT GILMARTIN	117
PIERRE FELIX	112
GEORGE CROOKS	94



Local 300's Delegates to the 2011 LiUNA Convention, pictured with; LiUNA General President Terry O'Sullivan, LiUNA Secretary-Treasurer Armand Sabitoni, NPMHU President John Hegarty, and Local 300 President Paul Hogrogian



Visit UnionPlus.org/Green for more information

Congressman Murphy Attends Stamford Meeting

On 10/22/11 a membership meeting was held for the Stamford Branch of Local 300. This was a very special meeting there were numerous special guests. At the meeting Congressman Chris Murphy spoke to the membership where he was presented with a check from the NPMHU Political Action Committee.

Pictured (L-R): CT SEBM Tom Ruther, National President John Hegarty, Representative Christopher S. Murphy, (D-CT), Local 300 President, and Northeast Regional VP Paul Hogrogian, Legislative and Political Director Bob Losi, Stamford Branch President Don Utz, Local 300 Treasurer Kevin Tabarus





The Last Dinosaur

By Linda Yancey

Recording Secretary & Chair-Local 300 Women's Caucus

"THE MELTDOWN OF THE POSTAL SERVICE"

In a decade or so, paper mail could be a quaint holdover from the past, akin to sending a telegram or renting a phone from Ma Bell. The business of delivering mail will face substantial challenges. More likely, mail delivery will continue, but on a smaller scale. One thing is certain; the monopoly the Service thought they had over mail delivery and shipping has crumbled. Just like when dinosaurs roamed the earth in a carefree manner; even something as massive and as powerful as the dinosaur could not roam the earth in the same way forever. And just like the dinosaur, the Postal Service has fallen upon its own ice age.

The troubling fact is not only does the Service face a serious financial crisis; it faces damn near extinction by people's personal preference for technology like, Facebook, Twitter, pay-bills by phone, faxes and e-mail to communicate. Something we all know to be true and are guilty of doing.

Despite the Service's huge investments in automation; the productivity growth has been abysmal. Right now because of the failing economy, and people's thirst for electronic technology; it would seem that no amount of tinkering will totally solve the Postal Service's problems. Who'd have thought that an organization this huge and seemingly supreme; that employs hundreds of thousands of workers; would be in this much trouble. You can get angry about the changes; (its human nature to get mad about something that so affects your lifestyle) but angry or not, this Service

will continue with its reorganization plans. This is no mere fork in the road for the Postal Service; there will be many more adjustments to make and these adjustments could go on for years.

I know it's hard for people to muster up much sympathy for the Postal Service; because at this moment we all feel that any dreams of a life, liberty or pursuit of happiness has been literally taken away due to excessing, short staffing of operations and facility consolidations. As a Mail Handler for 25 years and believing in what my father said that—"a good government job will take care of me and my family"—I understand the anxiety we all have about our future in this Service. Yes, I know its hard to preach anything good about this organization when all we have is confusing directives; not one incentive for a job well done—(except that you still have a job they say) and the discontent among the administration heads is just plain pitiful to watch. "It's like trying to preach at the funeral of a person; who has never lived up to anyone's expectations".

Even with all the miscommunication from management; our one saving grace is that we still have a Union with negotiation power to ensure that our rights are directed in accordance with our Collective bargaining agreements. As we've witness on the news, other Unions around the country have not fared as well as we here in Local 300. Many unions across the country are being stripped of their Collective Bargaining rights and have reaped more severe hardships. Our Local President Paul Hogrogian along with our other Executive Board and Council members have performed herculean

efforts to keep our excessed mail handlers as local as possible and this is now small feat, because we are up against an aggressive Postal Management.

This Local has done everything possible to protect our rights. We've rallied to keep our mail facilities from closure by alerting the media and demanding that Public Hearings are held to bring about Community awareness. We've ensured that with every new piece of automation deployed, our mail handlers get their share of jobs accordingly. But our fight is long from over. Soon we will be in the mist of some serious Contract negotiations and this could be our toughest fight yet. But even so, you can count on Local 300 to stay on the mission of protecting our Collective Bargaining rights and saving our jobs.

Finally, and realistically my friends; the Service has probably come to a part of history where dynasties fall, and things re-emerge according to necessity. The massive dinosaur succumbed to the era of the ice age. But it is hoped that after all is said and done with this Postal Service ice age; we all re-emerge with a Service that has become a viable and successful organization.

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Local 300 Social Event - Mets Game 7/17/11

On July 17, 2011, approximately 300 Local 300 members, family members and friends traveled to Citi Field in Flushing to attend Local 300's annual "Met Trip". This year, were able to have access to the Caesars-Promenade Club. Connecticut State Executive Board Member Tom Ruther organized the event. This was a special year. Local 300 was presented with the NY Mets "Spirit Award."



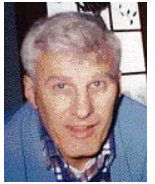
Article 12 / FMLA Training - Dec. 2010

In December of 2010, Local 300 conducted a second training session on Article 12 & FMLA. This program was given by National Shop Steward Trainers Sam D'Ambrosio and Local 300 President Paul Hogrogian. The following representatives attended the training; Bob Cappuccio - Mid Island, Lou DiTore - Staten Island, Tony Harper - NYC, Abby Jacob - Teterboro, Hugh Kavanagh - DVD, Lucy Lombardo - ISC/JFK, Angelo Lovgren - DVD, Bob Lussos - Mid Island, Bill Maher - Western Nassau, Ron Money - Stamford, Tommy Reid - NJI/BMC, Howard Spindler - Brooklyn, Don Utz - Stamford, Dennis Weinheim - Mid Island, Mark Williams - Brooklyn.



In Memorium Ed Malinowski - OWCP & MSPB Rep.

Ed Malinowski, passed away peacefully on Monday, July 4, 2011 at Hackensack University Medical Center. He was 77. A lifelong resident of New Jersey, he was born January 23, 1934 in Jersey City and resided in Carlstadt from 1967 until his death. Prior to joining the Post Office, Ed spent time in Korea as a member of the U.S. Army Reserve. An avid walker and reader and polka enthusiast, Ed was a dedicated husband, father and grandfather who was just as passionate about following his children and grandchildren's sports as he was about the Knicks and Giants. He was a great admirer of Pope John Paul II. He was survived by his loving wife, Kathryn; two caring children, Karen Trachtenberg and husband Dan, and Dave Malinowski and wife Jaime; two grateful grandchildren, Danielle and Corey Trachtenberg; and dear brother John Malinowski. He is predeceased by sisters Dorothy Stumper and Francine O'Connor



He started working for the Postal Service as a Mail Handler in 1968, at the old truck terminal in Hoboken, NJ. Later, he began working at Rutherford, NJ until he retired from the Postal Service in 1999. Ed held various titles with the Union; on November 5, 1976 then Local 300 President Aaron Preston appointed Ed as OWCP Representative for Local 300, a title that he proudly held for decades.

He was always there to help. Many of us had called on him for guidance and representation. He will be deeply missed but never forgotten.

Film Crew Comes to Local 300

A film crew came to Morgan P&DC and the New Jersey NDC on July 5th. The crew obtained some excellent footage of our members in action. Several of our members from both the NJ NDC and NYC Branch were interviewed. The purpose of the photos and videos was for the informational Mail Handler video for the LiUNA convention (which can be viewed at www.local300npmhu.org) and the upcoming NPMHU Convention in 2012. Special thanks and mention to:



Peter Hawkins (NYC)



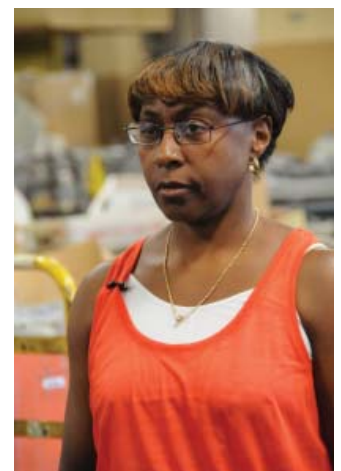
Millie Diaz (NYC)



Jeffrey Jones (NJ NDC)



Tom Mullahey (NJ NDC)



Wanda Braxton (NYC)

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 in Mid Hudson violated the National Agreement when it implemented a policy of counting multiple day absences as separate absences. The arbitrator ordered the Postal Service to consider multiple day absences as a single absence according to the "Potter Rule." Connecticut State Executive Board Member Thomas Ruth represented Local 300.

2) Arbitrator Robert Tim Brown sustained Local 300's grievance and directed the Long Island District to modify its policy regarding deemed desirable documentation. Mid Island Branch President Robert Lussos was Local 300's arbitration advocate.

3) Arbitrator Sherrie Rose Talmadge sustained Local 300's grievance and directed the Westchester District to modify its policy regarding deemed desirable documentation. Connecticut State Executive Board Member Thomas Ruth represented Local 300.

4) Arbitrator Brown ruled that the USPS violated the National Agreement by exceeding the casual cap at the NY LDC during Casual Accounting Period Period (CEP) 3 of 2008. The arbitrator awarded 229 hours of overtime pay to the

affected Mail Handler. Local 300 Treasurer Kevin Tabarus represented Local 300.

5) Arbitrator Brown ruled that the Postal Service violated the National Agreement by failing to make every effort to find a modified duty assignment for the Grievant under the National Reassessment Process (NRP). The arbitrator awarded pay to the affected Mail Handler. Treasurer Tabarus represented Local 300.

6) Arbitrator Talmadge and Arbitrator Thomas Fritsch in two (2) separate awards ruled that Brooklyn management violated the National Agreement by reverting Mail Handler positions and then backfilling those positions with casual employees. The arbitrators awarded back pay at the overtime rate for the hours improperly worked by the casuals as well as ordering the Postal Service to repost the reverted positions. Brooklyn Branch President Yvette Johnson represented Local 300 at both of these arbitration hearings.

7) Arbitrator Talmadge sustained Local 300's grievance and ruled that the Postal Service violated the National Agreement by failing to properly notify, meet with and consider the input of the Union in deciding to subcontract the Footlockers Operation sortation duties. The arbitrator awarded back pay for violations during the appropriate time frame. Local 300 President Paul Hogrogian was Local 300's arbitration advocate.

8) Arbitrator Brown ruled that the Postal Service violated the National Agreement when it issued a Notice of Removal to a Westchester Mail

Handler for an alleged altercation with another Mail Handler. The arbitrator reduced the penalty to a 30-Day Suspension and awarded back pay for the rest of the discipline period. In a separate award Arbitrator Holden ruled that the Postal Service violated the National Agreement by denying that same Westchester Mail Handler the back pay that Arbitrator Brown awarded. The Postal Service had claimed that the Grievant did not conduct a sufficient job search during the back pay period. Holden found the search to be sufficient. NY State Executive Board Member Andrew Piacente represented Local 300 at both hearings.

9) Arbitrator Holden ruled that the Postal Service violated the National Agreement by moving a Limited Duty DVD Mail Handler from Tour 2 to Tour 3. The arbitrator ordered that the Postal Service return the Grievant to Tour 2. DVD Branch President Ray Bermudez represented Local 300.

10) Arbitrator modified a Removal issued to a Stamford Mail Handler for alleged attendance related infractions. The arbitrator cited mitigating circumstances such as the fact that the Grievant's 19 years of service. Connecticut State Executive Board Member Thomas Ruth represented Local 300.

11) Arbitrator Fritsch ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Mid Island Mail Handlers (Tour 2) for the snow storm of December 19, 2009. Branch President Robert Lussos was Local 300's arbitration advocate.

Recent Arbitration Decisions

12) Arbitrator Michael Pecklers ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Stamford Mail Handlers (Tour 3) for the snow storm of February 10, 2010. Connecticut State Executive Board Member Thomas Ruther represented Local 300.

13) Arbitrator Fritsch ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Mid Island Mail Handlers (Tour 3) for the snow storm of February 10, 2010. Branch President Robert Lussos was Local 300's arbitration advocate.

14) Arbitrator Talmadge ruled that the Postal Service violated the National Agreement by denying Administrative Leave to JFK Mail Handlers (Tour 1) for the snow storm of February 11, 2010. JFK Branch President Stan Howard was Local 300's arbitration advocate.

15) Arbitrator Talmadge ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Mid Island Mail Handlers (Tour 2) for the snow storm of February 26, 2010. Branch President Robert Lussos was Local 300's arbitration advocate.

16) Arbitrator Brown ruled that the Postal Service violated the National Agreement and a prior arbitration award 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 in Mid Island

violated the National Agreement by temporarily reassigning Mail Handlers with SPBS bids off the SPBS machine while using clerks to prepare for start-up. Mid Island Branch President Robert Lussos was the Union's advocate.

18) Arbitrator Brown ruled that the Postal Service in Westchester violated the National Agreement by temporarily reassigning Mail Handlers with SPBS bids off the SPBS machine while continuing to use clerks in the operation. NY State Executive Board Member Piacente advocated the grievance.

19) Arbitrator Fritsch ruled that the Postal Service in Westchester violated the National Agreement when management failed to properly notify the Grievant of the schedule of her new bid and the Grievant reported for the schedule listed on her former bid. NY State Executive Board Member Piacente advocated the grievance.

20) Arbitrator Brown ruled that the USPS in the NJI NDC violated the National Agreement when it unilaterally changed a long standing policy concerning the selection of vacations bids. The arbitrator ordered the Postal Service to reinstate the former policy. NJI NDC Branch President Thomas Mullahey represented Local 300.

21) Arbitrator Talmadge ruled that the Postal Service violated when it issued a Letter of Demand to an Elizabeth Mail Handler for a salary overpayment. The arbitrator ruled that the USPS cannot wait six years to make a claim of overpayment. The arbitrator rescinded the Letter of Demand (\$2,148). NJ State

Executive Board Member Charles Price advocated the grievance.

22) Arbitrator Holden, in two separate awards ruled that the Postal Service violated when it issued Letters of Demand to two NY LDC Mail Handlers for a salary overpayment and a health benefits related claim. The arbitrator ruled in the first case that the Postal Service did not prove the existence of an overpayment. In the second case she ruled that the USPS erred in issuing the Letter of Demand. The arbitrator rescinded the Letters of Demand. Local 300 Treasurer Tabarus was the Union's advocate for both cases.

23) Arbitrator Brown ruled that the Postal Service in Mid Island violated the National Agreement when it refused to permit a Mid Island Steward to take photographs in conjunction with a grievance investigation. The arbitrator ordered the Postal Service to follow a protocol for processing such requests in the future. Mid Island Branch President Robert Lussos was the Union's advocate.

24) Arbitrator Brown ruled that the Postal Service in Mid Island violated the National Agreement when it changed the start times of several bids without first consulting with the Union. The arbitrator ordered the Postal Service to follow the LMOU provisions in the future. Mid Island Branch President Robert Lussos was the Union's advocate.

25) Arbitrator Joseph Cannavo rescinded a Removal issued to a Bronx Mail Handler for attendance related infractions. The arbitrator cited the failure of the Postal

Recent Arbitration Decisions

Service to conduct a fair and objective investigation prior to issuing the discipline. The arbitrator awarded full back pay. Bronx Arbitration Advocate Andre Spence represented Local 300.

26) Arbitrator Holden rescinded a Removal issued to a Mid Hudson Mail Handler for attendance related infractions. The arbitrator cited the fact that the Grievant was out due to legitimate reasons and that those reasons were documented. The arbitrator also found that the Postal Service violated the National Agreement when it failed to show that there was a signed and dated concurrence. In a separate award, Arbitrator Holden found the grievance to be arbitrable and rejected the Postal Service's claims of untimeliness. Connecticut State Executive Board Member Thomas Ruther represented Local 300 at both hearings.

27) Arbitrator Holden modified a Removal issued to Union Representative for allegedly assaulting a postal supervisor. The arbitrator cited the Grievant's good record and character as well as the fact that she believed that the penalty was too severe. Brooklyn Arbitration Advocate Mark Williams was Local 300's arbitration advocate.

28) Arbitrator Talmadge rescinded a Removal issued to a DVD Mail Handler for attendance related infractions and a violation of a Last Chance Agreement. The arbitrator cited that many of the absences should have been protected under the FMLA. The arbitrator awarded back pay. DVD Branch President Ray Bermudez represented Local 300.

29) Arbitrator Cannavo modified another Removal issued to a Bronx Mail Handler for attendance related infractions. The arbitrator cited mitigating circumstances. Bronx Arbitration Advocate Spence represented Local 300.

30) Arbitrator Talmadge rescinded a Notice of Proposed Removal issued to a Mid Island Mail Handler for continuous AWOL. The arbitrator found that the Postal Service violated the Grievants due process and MSPB rights. Mid Island Branch President Lussos was Local 300's arbitration advocate.

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

32) Arbitrator Cannavo modified a Removal issued to a Bronx Mail Handler for allegedly threatening a postal supervisor. The arbitrator ruled the penalty was too severe and that removal was not the only recourse. The arbitrator also cited the Grievant's 38 years of service. Bronx Arbitration Advocate Andre Spence was Local 300's arbitration advocate.

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

34) Arbitrator Fritsch modified a Removal issued to a Westchester Mail Handler for attendance related infractions. The arbitrator ruled the penalty was too severe. NY State Executive Board Member Piacente advocated the grievance.

35) Arbitrator Fritsch ruled that the Postal Service violated the National Agreement when it issued an Emergency Placement in an Off-Duty status to a Brooklyn Mail Handler for Failure to Report an Accident in a timely fashion. The arbitrator ruled that the emergency procedures did not apply in this instance. The Grievant was awarded back pay. Brooklyn Branch President Yvette Johnson was Local 300's arbitration advocate.

36) Arbitrator Cannavo modified a Removal issued to a Morgan Mail Handler for attendance related infractions. The arbitrator cited mitigating circumstances. The arbitrator also cited the fact that the issuing supervisor failed to testify at the arbitration hearing. NYC Branch President Willie Delgado represented Local 300.

37) Arbitrator Brenda Strashun, in an expedited award, ruled that the Postal Service in NYC-Ansonia Station violated the National Agreement when supervisors performed bargaining unit work. The arbitrator awarded overtime pay. NYC Branch President Delgado represented Local 300 in this arbitration.

38) Arbitrator Frank Giordano, in an expedited award, rescinded a 7-Day Suspension issued to a Westchester Mail Handler for allegedly being absent from the work area

Recent Arbitration Decisions

and engaging in unacceptable language. The arbitrator found that management did not carry its burden of proof. NY State Executive Board Member Piacente advocated the grievance.

39) Arbitrator Linda Chin, in an expedited award, rescinded a 14-Day Suspension issued to a NY LDC Mail Handler for failure to report an accident in a timely manner. The arbitrator ruled that the Postal Service did not meet its burden of proof. NY LDC Arbitration Advocate Ian Regan represented Local 300 in this arbitration.

40) Arbitrator Strashun, in expedited award, rescinded a Letter of Warning issued to a Westchester Mail Handler for attendance related infractions. The arbitrator ruled that there was no just cause for the discipline. NY State Executive Board Member Piacente advocated the grievance.

41) Arbitrator Amy Lynne Itzla, in an expedited award, rescinded a Letter of Warning issued to a Paterson Mail Handler for "failure to

follow instructions" (scanning). The arbitrator ruled that the Grievant's due process rights were violated and that the action was a result of a "command decision." NJ State Executive Board Member Charlie Price represented Local 300 in this arbitration

42) Arbitrator Chin, in another expedited award, rescinded a 7-Day Suspension 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.

43) Arbitrator Itzla, in expedited award, rescinded a Letter of Warning issued to a Mid Hudson Mail Handler for attendance related infractions. The arbitrator ruled that there was no just cause for the discipline. CT State Executive Board Member Ruther advocated the grievance.

44) Arbitrator Strashun, in another expedited award, modified the

retention period of a Letter of Warning issued to a Westchester Mail Handler for attendance related infractions. The arbitrator cited mitigating circumstances. NY State Executive Board Member Piacente advocated the grievance.

45) Arbitrator Itzla, in an expedited award, ruled that Mid Island Mail Handlers were improperly offered make-up overtime opportunities. The arbitrator awarded the Mail Handlers overtime pay. Mid Island Branch President Robert Lussos advocated this arbitration for Local 300.

46) Arbitrator Frank Giordano, in another expedited award, modified a Letter of Warning issued to a Brooklyn Mail Handler for attendance related infractions. The arbitrator modified the retention period of the discipline. Brooklyn Branch President Yvette Johnson was Local 300's arbitration advocate.

Paul Hogrogian
President
Local 300/NPMHU

Local 300 Scholarship Awards

The Local Union Council and the 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. This year we have awarded five (5) \$1,000 scholarships for study at an accredited college, university, or trade school.

Arielle Daniels - Daughter of Sonji Johnson-Daniels of the NJ L&DC Branch. Arielle is attending Rutgers University and her major field of study is Journalism

Vrunda Parikh - Daughter of Milan Parikh of the

Westchester Branch. Vrunda is attending Rutgers University and her major field of study is Pharmacy

Jenny Wang - Daughter of Ching Lan Lu of the NJ NDC Branch. Jenny is attending Smith College and her major field of study is Economics

Manav Kumar - Son of Kiran Kumari of the NY L&DC Branch. Manav is attending New York University and his major field of study is Biology

Shivani Shah - Daughter of Dakeshi Shah of the NJ L&DC Branch. Shivani is attending Rutgers University and her major field of study is Marketing

**Congrats to Local 300's NPMHU Arthur S. Vallone National Scholarship Program 2011 recipients:
Maryam Khan (Shahida Khan - NY L&DC) & Vrunda Parikh (Milan Parikh - Westchester)**

Arbitrator Rules For Union

Against NRP Injustice

Local 300 struck a blow for justice in a win against the Postal Service's use of the National Reassessment Process. Arbitration Advocate Tom Mullahey took forward the case prepared by Shop Steward Mike Jacobus.

For over 5 years, the Postal Service has attempted to deny the rights of injured workers to limited duty assignments through the creation of the National Reassessment Process (NRP). Management intended to scare people from reporting job related injuries by keeping them out of work long enough to separate them from the Service.

In October 2009, they "rolled out" a new phase of the process in Northern NJ. The New Jersey NDC was one of the "test sites." In preparation for getting rid of injured employees, management began removing them from duties on the workfloor and placed them in a non-productive operation – "the Blue Room" – not even allowing them a partial day's work. By March and May 2010, many of these workers were ejected from the NDC through the NRP procedures and were left out of work.

On August 23, 2011, Arbitrator Sherrie Rose Talmadge sustained the grievance filed by Local 300, NPMHU, on behalf of Mail Handler John McCarthy. This was the first case heard out of many filed at the NJ NDC on behalf of injured Mail Handlers whose limited duty jobs had been withdrawn under the USPS "National Reassessment Process" (NRP).

From its inception in 2006, the Union took the position that the NRP was instituting new policies that were

in violation of Federal Employee Compensation law and ELM 546. A national grievance on this issue was settled with the agreement that, *"The NRP has not redefined or changed the Postal Service's obligation to provide limited duty or rehabilitation assignments for injured employees. The ELM 546 has not been amended and remains applicable to all pending grievances."*

This did not stop postal management from subjecting injured workers to new criteria for limited duty work. Ironically, the same Postal Service that used to force people back to work before they were physically able, now was punishing those partially recovered employees who wanted to work. All over the country, people who had been successfully working in limited duty assignments were told that their jobs were not "necessary work" or "could be done by a full duty person as part of their bid." Under the banner of the National Reassessment Process, Postal Service Head Quarters personnel were travelling around the country, staying at hotels, and assisting local management in arbitrarily pushing people out of work.

John McCarthy was called for an "interview" where he was given a letter telling him to go home immediately; management had determined that there was "No Work

Available." No matter what examples of available work the Union raised, his fate had been predetermined. His choices were to use leave, to use LWOP, to file for compensation or disability retirement.

The Union filed a grievance arguing that NJ NDC management had failed in its affirmative obligation to "make every effort" to find work. Their sole "search" consisted of a single page signed by one management official, claiming they had looked in his craft; on his tour; on other tours; in other crafts; and within a 50 mile radius – all apparently in one day. The Arbitrator concluded that, *"Although Senior Manager Cieciuch testified that he contacted the managers on all the tours and no work could be found for the Grievant as of January 22, 2010, when he signed off on the Priority for Assignment Worksheet. In this large facility, which had been gaining scanning and other work, this was not sufficient documentation to conclude that there was no available work for the Grievant on March 9, 2010. Cieciuch's assertions without further documentation and/or testimony from some of the managers in whose operations where there were scanning, culling and rewrap duties, did not demonstrate that 'every effort' was made to find limited duty work for the Grievant."* (Arbitrator Talmadge, Arbitration # B06M-1B-C 10196467)

Labor Day Parade 2011



Arbitrator Talmadge pointed out that: "Pursuant to ELM 546.142, Management is required to 'make every effort toward assigning the employee to limited duty consistent with the employee's medically defined work limitation tolerance and to minimize any adverse or disruptive impact on the employee.'" She found that there was no proof that NDC management had done this.

Further, she overturned the key argument made by the USPS: "The Service asserted that the duties performed by the Grievant prior December 2009 have now been absorbed by the existing employees, especially as a result in the decline in mail volume. The evidence showed that the work performed by the Grievant for 40 hours per week and often on overtime was transferred to other regular full time employees and casuals. As noted

by Arbitrator Eisenmenger, "This assertion turns the Postal Service's obligations to provide limited duty assignments under ELM 546.142 and in reasonable accommodation for the Grievant's medical restrictions on their heads. Contrary to the Postal Service's assertion, the reallocation of duties from some personnel to the injured employee squarely complies with the Service's obligation to provide reasonable accommodation and to assign limited duty. The Service's assignment of those duties to the Grievant since his injury complied with those obligations. The Service presented no legitimate reasons for not continuing to assign the Grievant those duties he had been performing."

MH McCarthy's grievance was sustained. The Award reads: **"The Postal Service violated the National Agreement and the ELM 546.14 incorporated under Article 19**

when Management sent home Mail Handler John McCarthy as 'No Work Available.' The Service did not sufficiently establish that it made every effort to provide Limited Duty to the Grievant at the NJ NDC."

"The Service shall reinstate the Grievant to a limited duty job assignment at the NJ NDC. The Grievant is to be made whole for the loss of any back pay, seniority and all benefits."

The Postal Service has damaged many lives through the NRP. This win is part of give MHs the confidence to use their legal right to file claims when they sustain on-duty injuries.

Congratulations to Steward Mike Jacobus and Arbitration Advocate Tom Mullahey!!!

NEW WAGE CHARTS REFLECT \$978 COLA

The Bureau of Labor Statistics released its July 2011 Consumer Price Index for Urban Wage and Clerical Workers (CPI-W) on Thursday, August 18. Based on this release, the Postal Service has confirmed that there will be a \$978 cost-of-living adjustment increase for employees covered under the NPMHU National Agreement effective pay period 20, starting on September 10, 2011.

This translates into approximately forty-seven cents per hour, and will be reflected in paychecks dated September 30, 2011.

Reprinted below are the new wage charts—effective beginning on September 10, 2011—that reflect this COLA adjustment, which is the last increase in wages under the expiring 2006 National Agreement.

Mail Handlers (RSC M) Schedule | Effective September 10, 2011 (PP 20-2011)

Full-Time Annual Basic Rates

Full-Time Regular - Level 4				
Step	Yearly	Hourly	BiWeekly	Overtime
AA	32,973	15.85	1,268.19	23.78
A	37,347	17.96	1,436.42	26.94
B	42,845	20.60	1,647.88	30.90
C	45,446	21.85	1,747.92	32.78
D	49,271	23.69	1,895.04	35.54
E	49,577	23.84	1,906.81	35.76
F	49,893	23.99	1,918.96	35.99
G	50,197	24.13	1,930.65	36.20
H	50,511	24.28	1,942.73	36.42
I	50,819	24.43	1,954.58	36.65
J	51,136	24.58	1,966.77	36.87
K	51,441	24.73	1,978.50	37.10
L	51,754	24.88	1,990.54	37.32
M	52,063	25.03	2,002.42	37.55
N	52,373	25.18	2,014.35	37.77
O	52,681	25.33	2,026.19	38.00
P	52,994	25.48	2,038.23	38.22

Full-Time Regular - Level 5				
Step	Yearly	Hourly	BiWeekly	Overtime
AA	34,519	16.60	1,327.65	24.90
A	38,895	18.70	1,495.96	28.05
B	44,769	21.52	1,721.88	32.28
C	47,440	22.81	1,824.62	34.22
D	50,023	24.05	1,923.96	36.08
E	50,357	24.21	1,936.81	36.32
F	50,696	24.37	1,949.85	36.56
G	51,021	24.53	1,962.35	36.80
H	51,358	24.69	1,975.31	37.04
I	51,696	24.85	1,988.31	37.28
J	52,028	25.01	2,001.08	37.52
K	52,359	25.17	2,013.81	37.76
L	52,690	25.33	2,026.54	38.00
M	53,029	25.49	2,039.58	38.24
N	53,364	25.66	2,052.46	38.49
O	53,693	25.81	2,065.12	38.72
P	54,027	25.97	2,077.96	38.96

Part-Time Regular and Flexible Employees

Hourly Basic Rates - Level 4

(Part-Time Regulars)(Part-Time Flexible)

Step	Hourly	Step	Hourly
AA	15.85	AA	16.49
A	17.96	A	18.67
B	20.60	B	21.42
C	21.85	C	22.72
D	23.69	D	24.64
E	23.84	E	24.79
F	23.99	F	24.95
G	24.13	G	25.10
H	24.28	H	25.26
I	24.43	I	25.41
J	24.58	J	25.57
K	24.73	K	25.72
L	24.88	L	25.88
M	25.03	M	26.03
N	25.18	N	26.19
O	25.33	O	26.34
P	25.48	P	26.50

These are the most troubling of times for us. Keep updated by checking your bulletin boards and www.local300npmhu.org

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