



Local 300

Mail Handler News

National Postal Mail Handlers Union, AFL-CIO

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\$3.9 MILLION CASUAL CAP GRIEVANCE SETTLEMENT

As a result of pre-arbitration discussions, Local 300 has reached agreement with the Postal Service's NY Metro Area to settle all NY Metro Area **casual % grievances** that were pending at Step 3 and beyond as of December 1, 2006. The parties agreed that those Mail Handlers designated by the Union from those installations that had casual % grievances pending would share an awarded \$3,900,000 (3.9 MILLION DOLLARS).

Local 300 had previously won approximately \$500,000 in grievance settlements for casual limit violations in the Westchester Division, approximately \$2,300,000 in the Triboro District, approximately \$400,000 in the Newark Division, \$250,000 in the New Brunswick Division and approximately \$200,000 in the Long Island District.

Individual payments will depend upon the length of time worked in the specific installation during the violation periods. NY Metro Area officials have indicated that the payments will be made as soon as administratively possible after submission of the list of payees by Local 300. Local 300 Vice President Robert Blum will coordinate with the Branch Presidents in compiling the lists. Formulating these lists is a monumental task and therefore, we ask for your patience.

The settlement agreement was negotiated by Local 300 President Paul Hogrogian, who also prepared the original grievances for processing through the grievance/arbitration procedure.

Article 7.1B of the National Agreement limits the number of casual Mail Handlers that any installation may employ during any Accounting Period. The number of casuals is computed on the number of casuals that were on the rolls during the Accounting Period. Also if a clerk casual works in a purely Mail Handler operation, that clerk casual is counted towards the Mail Handler casual cap

Many have asked why some installations have received larger payoffs than other installations. The answer is simple. While some installations rarely went over the casual limit with Mail Handler casuals alone, other installations consistently employed 40-50% casuals for a period of 1 to 2 years. Of course installations such as those will receive larger payouts.

Local 300 has been very successful in fighting management's use of casuals throughout our local area. As a result of Local 300's numerous victories in casual grievances, the Postal Service has been forced to hire career Mail Handlers.

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President's Report

By Paul Hogrogian

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

AREA MAIL PROCESSING (AMP), REASSIGNMENTS AND EXCESSINGS

The Postal Service has implemented a nationwide program to consolidate certain mail processing operations among its many mail processing facilities. The Postal Service has already proposed to consolidate operations at over forty (40) installations.

Unfortunately, those installations under Local 300's jurisdiction are not immune to these changes.

The Postal Service has already consolidated the Monmouth P & DC's outgoing operations and certain incoming operations into the Kilmer and Trenton P&DCs. The Postal Service had originally proposed to excess thirty three (33) Monmouth Mail Handlers to other installations (with their seniority). However,

through the efforts of Local 300 representatives, the number of excessed Mail Handlers was reduced to twenty three (23).

The Postal Service has also already consolidated the Newark P & DC's outgoing operations and certain incoming operations into DVD. The Newark AMC facility has remained open and part of the Newark Installation. Through the efforts of Local 300 representatives, the number of excessed Mail Handlers was greatly reduced by negotiating additional positions at the AMC and by soliciting senior Mail Handlers to volunteer to be reassigned in lieu of junior excessed Mail Handlers.

The Postal Service has also proposed to consolidate certain mail processing operations from the Bronx into Morgan.

Local 300 representatives have been working together with other postal unions and community groups, as well as enlisting the assistance of our elected government officials in fighting these unjust and unwarranted actions.

Local 300's officers and stewards, as well as our representatives at the National Office, will continue to do everything in our power to protect the interests of all Mail Handlers.

POSTAL REFORM

Postal Reform, the "Postal Accountability and Enhancement Act" has passed both houses of Congress and has been signed into law by President Bush. The proposed bill gives the Postal Service more flexibility to adjust its rates. The White House had previously opposed the financial reforms that properly require the federal government,

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\$3.9 Million Casual Cap Grievance (Continued from page 1)

Please also keep in mind that this settlement only resolved the pending casual CAP grievances, it did not resolve the CASUAL IN LIEU grievances which are still pending at Step 4 at the national level.

The following is a list of those Installations that will share in the Casual Cap Settlement and the amount awarded to each installation:

Bronx	\$1,950,000
Newark Division	\$475,000

NYC Division	\$450,000
NJI & BMC	\$250,000
Flushing	\$200,000
DVD	\$125,000
Brooklyn	\$100,000
Hicksville/Mid Island	\$75,000
Westchester	\$55,000
Western Nassau	\$47,000
Kilmer	\$30,000
Teterboro/Hackensack	\$30,000
Mid Hudson	\$12,000
Clifton	\$500
Garden City	\$500

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rather than the Postal Service, to pay for the military retirement of postal employees. The bill also resulted in cuts in workers' compensation benefits in that injured postal employees now must use their own leave or leave without pay for the first 3 days of the absence unless the absence is over 14 days.

The NPMHU along with other postal unions were successful in keeping most of the other negative provisions out of the bill such as: attempts to control collective bargaining, reduce retirement benefits, and hand the single piece parcel business and Mail Handler jobs to private competitors.

TRAINING

Local 300 continues to implement its aggressive training programs. Local 300 has recently conducted successful "Arbitration Advocate" and "Basic Shop Steward" training programs presented by National Shop Steward Trainer Sam D'Ambrosio and myself.

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

FINANCES

Local 300 has continued to reduce our expenses while providing quality representation to our members. We have completely eliminated the large deficit that we inherited upon taking office. We have begun 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.

RI 399

Local 300 NY State Executive Board Member Larry Hill is a member of the National NPMHU RI-399 Advocacy Team. Brother Hill has recently won major RI 399 victories in Brooklyn and Flushing concerning the "035" mail prep operation for the AFSM100. RI 399 arbitration hearings are on hold right now pending appointment of new RI 399 arbitrators.

NATIONAL REASSESSMENT PROCESS/OWCP

As previously reported, the Postal Service has informed the National Postal Mail Handlers Union (NPMHU), both at the national and local levels, of its intentions to implement a National Reassessment Process (formerly the Outplacement Pilot Program). The program is intended to develop work opportunities outside the Postal Service for employees who have sustained job-related illness or injury (IOD).

Local 300's efforts have been successful so far in keeping all of our members out of this program.

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

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

NEW AUTOMATION/CRAFT JURISDICTION

The USPS has issued its craft jurisdiction determinations for the

duties associated with the Automatic Induction (AI) and Automated Tray Handling (ATH) systems on the AFSM-100. The Mail Handler craft has been designated the primary craft for employees working at the prep stations, and for employees working on the ATH. The clerk craft has been assigned to the one position on the Feed stations. For non-AI AFSM-100s, the staffing will be four clerks on the ATH to allow for ergonomic relief.

The determination should ensure increased Mail Handler complements in those installations that implement these modifications to the AFSM-100.

This is a major victory for the NPMHU. This follows the victory that the NPMHU gained with regard to obtaining craft jurisdiction over the Automated Package Processing System (APPS).

AFL-CIO AFFILIATION

NPMHU President John Hegarty and National Secretary-Treasurer Mark Gardner announced that the National Postal Mail Handlers Unions has once again directly affiliated with the AFL-CIO. After several months of discussions with the AFL-CIO leadership, President Sweeney exercised his authority to grant the NPMHU its charter.

I want to thank all Local 300 Mail Handlers for their support and I promise that I will continue to work hard to ensure that Local 300 is a Union of which we can be proud.

Paul Hogrogian
President
Local 300 NPMHU



Vice President's Report

By Robert "Bobby" Blum

Local 300 puts Political Action into forefront in battle with the Postal Service.

The fight to preserve Mail Handler positions, limit the effect of consolidation schemes, privatization of Postal Jobs for all Crafts and ensuring safe and healthy working conditions are some of the Postal Issues being fought in large part in the Halls of Congress. Local 300 as well as the entire NPMHU have embarked on a campaign to use Political Action to achieve the best possible outcome on these topics as well as other Labor oriented campaigns. In cooperation with our National Office and LIUNA, Local 300 has met with leading Congressional Representatives to garner their support to protect our collective future. In the past year alone some of the Representatives we have met with include Congresswoman Carolyn Maloney (NY), Congressman Charles Rangel (NY), Congressman Donald Payne (NJ), Congressman Christopher Shays (CT), representatives of Senators Menendez (NJ) and Lautenberg (NJ). Also Congressmen Jose Serrano (NY) and Eliot Engel and Donald Payne (NJ) have attended and spoke at anti-consolidation rallies in New York and New Jersey at the request of the NPMHU, APWU and community organizations. We've obtained the support of these and other Representatives on various issues of our Legislative Agenda. Some successes include requiring the Postal Service to have greater transparency in any future effort to consolidate processing facilities.

As a result of the recently past Postal Reform legislation, the Postal Service may not close or consolidate a processing facility without using procedures for adequate public notice and input and giving affected persons such as Postal Employees, the community and customers sufficient opportunity to provide input and take these opinions into account before making a final determination.

As this article is going to print the House has passed the Employee Free Choice Act. This legislation helps protect Workers who try to form Unions from being fired, intimidated, harassed and discriminated against while toughening penalties for employers who engage in this conduct. This bill also streamlines the process for Employees to form a Union where previously an employ-

er would tie Employees up in court for years.

Another area of Postal oversight we are monitoring closely is the activities of the previously named Postal Rate Commission now called the Postal Regulatory Commission (PRC). Their influence over Postal affairs has become greater since the passage of Postal Reform legislation. As you may be aware the Postal Service has embarked on a process to make changes to the national network for processing and delivery the so-called **Evolutionary Network Development or END**. So far that name has been quite appropriate for Mail Handlers whom have been among the victims of ill-advised and unsubstantiated consolidation schemes. The PRC has issued an advisory to the Postal Service regarding the END process. The PRC has found many serious flaws with the Postal Service's methods including: The Postal Service failed to use facility specific data in their computer model but instead used national average data which is unreliable due to huge gaps in productivity among mail processing facilities causing likely misestimates of the cost of shifting operations. The Postal Service's computer model assumes that larger plants have lower costs which the PRC found had no practical or theoretical basis. These questionable assumptions heavily influence the final selection of facilities.

The PRC was also apprehensive about the **Area Mail Processing (AMP) studies** that have been conducted to date. These AMPs are the basis for the mail processing consolidations we have faced so far. The PRC found that the AMPs have not complied with guidelines in the AMP Handbook. The AMPs projections of costs have failed to be consistent and the AMPs failed to utilize discernable standards to evaluate costs and service impacts. The PRC also took the Postal Service to task for failing to conduct required reviews of AMP consolidations once they have been implemented. The PRC came to the conclusion that the Postal Service did not have a full grasp of the **END's** effect on the service that it provides its customers. The PRC found that the Postal Service failed to assure required public participation and must modify procedures to involve the public earlier and

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Vice President's Report (Continued from page 5)

with more information. Although the Postal Service has had the PRC advisory for more than three months, they have not issued any reaction as of the writing of this article. I guess it takes time to formulate a good cover-up for destroying viable facilities and causing upheaval to so many Workers.

Congressman Serrano, who has been on our side from day one in the battle to stop the Bronx from being consolidated, has intervened which resulted in Postmaster General Potter agreeing to put the consolidation on hold pending a thorough review by the Office of the Inspector General. This was achieved by constant contact with Mr. Serrano by Local 300, the APWU and various community groups.

Due to the recent elections the makeup of both the Senate and the House of Representatives has produced many more Labor friendly Representatives. Local 300 as well as the National NPMHU and LIUNA are taking full advantage of this fortunate change. We are pressing the issues to ensure that promises made are promises kept. Many of these Representatives are anxious to speak to us. Representative Maloney addressed the Semi-Annual Meeting of the Local Unions held in New York City this past August. In addition the following politicians were only too glad to address the last LIUNA Convention this past September; Senators Hillary Clinton (NY), John Edwards (NC), Barack Obama (IL) and Bob Menendez (NJ). Also speaking were Governor Bill Richardson (NM) and former President Carter.

Local 300 is addressing Safety and Health issues too. We have been working closely with Representative Rush Holt (NJ) regarding the deadly anthrax attacks in the New Jersey Postal facilities in 2001. The FBI has never produced any details about their investigation into these attacks. Representative Holt is requesting hearings be held to have the FBI brief Congress on the investigation. Holt has been a critic of the FBI's handling of the investigation. This past December a bipartisan group of House and Senate members called on Attorney General Alberto Gonzales to direct that the FBI brief Congress on the investigation. That request so far has been denied. Our pursuit of this important issue will not diminish until a full accounting has been given. Nothing is more important than a safe and healthy work environment.

Other issues that Local 300 will be addressing include eradicating or severely restricting further subcontracting and outsourcing of career postal jobs, abolishment of the open shop, privatization of Social Security and most recently the Postal Service's proposal to eliminate economy parcel post, which provides working



(l-r) Tommy Reid NJI-BMC Branch Pres., James Smoot NJLDC Branch Pres., Ray Sokolowski NPMHU NE Regional Director, and Kevin Tabarus NYLDC Branch President at the Semi-Annual Meeting of the Local Unions in NYC.

people who mail packages overseas a low cost service and would adversely affect Mail Handler Bid Jobs. Local 300 has hit the streets also. We have held joint rallies and informational picketing with the APWU in the Bronx, Newark and Red Bank, NJ in recent months.

Right around the corner is the 2008 Presidential and Congressional elections. We are looking to duplicate the success achieved in the recently held elections, where **Union Members accounted for twenty-five percent of the vote thus playing a significant role in the election of many more Labor friendly representatives.** As mentioned in prior articles Local 300 needs your assistance. We want you to become Activists also. Congress is greatly influenced when it hears from the public. On

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(l-r) Local 300 Vice President Robert "Bobby" Blum and Newark Branch President Steve Craig at the Newark Rally

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average an e-mail, phone call or letter is regarded as the equivalent of hearing from 50 people. It's very simple to do. Just go to www.npmhu.org and click on the Legislative Link. You will be able to contact your representatives easily and quickly. Another way you can personally help defend your job is by contributing to the NPMHU PAC fund. Although this appeal is made elsewhere in this newsletter, it is so important I'm saying it again. This can be done through automatic payroll deduction or sending a check to the National Office made out to NPMHU PAC Fund. This fund is for the purpose of contributing to campaigns of candidates whether currently in office or not who consistently exhibit interest in the goals of the NPMHU and Trade Unions as well as all Working People.

In addition to Political Action Local 300 is well prepared to arbitrate. Due to five years of fiscal responsibility under the leadership of Local President Hogrogian, Local 300 is sufficiently funded to contest the Postal Service in arbitration and they well know it. That's one of the main reasons the Postal Service is willing to negotiate large settlements with us. They know we have the resources for the fight and we are willing to use them.

Among the initiatives the Postal Service is currently using against us is an aggressive attendance crackdown. We all must be vigilant regarding the 3971s produced by the ERMS system. We have found that there have been many mistakes such as improperly documented leave requests, separation of two or three day's absences into single occurrences and false charges of AWOL. We are all responsible for our own time. Do not wait until a disciplinary action is produced. Get a Shop Steward and challenge each and every AWOL or 3971 you disagree with. Also regarding ERMS the Postal Service has not been utilizing the "Documentation Deems Desirable" option properly. No one should be placed on "Documentation Deems Desirable" for more than a 90 day period and that is only in a rare circumstance. In some facilities Workers are being placed in this category for extended periods of time. Please be aware of this and again see your Shop Steward to have this corrected if you feel that this pertains to you.

An update on FMLA: The Postal Service had requested from the Department of Labor confirmation for inclusion in a new USPS Attendance Letter, that a second and third opinion could be sought on a new certification for FMLA covered conditions. What they were told was that second and third opinions can be requested only when the Postal Service has reason to doubt the validity of the medical certification and must be obtained at the

Postal Service's expense.

In conjunction with the NPMHU's international outreach and cooperation, a contingent from Local 300 recently met with a delegation of German Postal and Communication Workers as we have done in the past. A round table discussion was held at Morgan P & DC concerning international privatization of Postal and Communication industries, how union representation in Europe differs from the United States and many other topics of mutual concern. A tour of the Morgan facility was led by NYC Branch President Wilfredo Delgado. Also participating for Local 300 was NYC Shop Stewards Herman Trevathian, Minerva Fuentes, Local 300 Recording Secretary Linda Yancey, Local 300 Treasurer Jeff Perry and yours truly.

Local 300 President Paul Hogrogian mentions in his article the recent successes Mail Handlers have achieved in craft jurisdiction issues such as the Automated Package Processing System and the AI upgrade on the AFSM 100. Beginning in the second half of 2008 the Postal Service will be introducing the new Flats Sequencing System (FSS) throughout the country. This system is now being tested in Indiana and soon at the Dulles, VA P & DC. This system will allow flats to be processed in sequence for carrier delivery like is currently done for letters. The FSS includes automated mail preparation, feeding, sweeping, staging and dispatch. This system is capable of sequencing flat mail at the rate of 16,500 pieces per hour. Jurisdiction on this system has not yet been determined. The first phase of deployment, which will take approximately two years, will include the Mid-Island P & DC, the NJI&BMC and the Trenton P & DC in the New York Metropolitan Area.

On March 27, 2007 the Executive Board of Local 300 conducted its quarterly meeting. Among the items scheduled for discussion include finances, upcoming training classes, legislative activities, excessing, consolidations, ergonomics program, National Reassessment Process, Voluntary Protection Program, RI399 issues, outsourcing and privatization. Please read the minutes from this meeting available in your local union office for complete details.

In closing, congratulations to new Northern New Jersey Metro (Teterboro) P & DC Branch President Al Lombardi, new Branch Western Nassau Branch President John Benn and new Staten Island P & DC Chief Shop Steward Vinny Sapone for their appointment to these positions. We are sure these dedicated Union Representatives shall serve the Membership with distinction. Yours in solidarity.

--- **Robert "Bobby" Blum**



MAIL HANDLERS FIGHT “Back To Back”

On R.I. 399 Jurisdictional Cases

By Lawrence Hill, NY State Rep.

It began in the late winter of 2004 when two nationally renowned arbitrators were picked and assigned to the N.Y. Metro/Northeast Area’s jurisdictional panel. It was clearly high stakes at its finest. Many likened it to “*March Madness*.” Some even likened it at times to the “*Bataan Death March*.” But by whatever description you choose to give to this process, our Local 300 Mail Handlers and their representatives banded together like true brothers and sisters, **back to back**, and began their respective battles in the long, hard fight for the very existence of their job assignments against the Clerk craft. Finally, when the rubber met the road, Local 300, NPMHU represented Mail Handlers fought the battles of their lives to preserve and regain work entitled to them under the auspices of the Regional Instruction 399 Jurisdictional Dispute Resolution Procedure.

The genesis of these jurisdictional wars began with the promulgation by the USPS of the Mail Processing Work Assignment Guidelines on November 15, 1978, amended thereafter on June 15, 1979. After alternate collaboration and disagreements from the two postal Unions, APWU and NPMHU, the Postal Service decided on what it believed to be the most efficient and effective means for performing the various functions in it’s Mail Processing operations. These work function guidelines were incorporated into the overall Letter of Intent by the Postal Service, signed on February 16, 1979, named Regional Instruction 399.

For the next fourteen years, each Union appealed it’s grievances to the USPS jurisdictional designations in various mail plants and customer services offices nationwide through

their own respective Article 15 grievance procedures. After some legal maneuvering by the NPMHU in the Federal District Court system invoking intervention in APWU appeals, the three parties found that the fairest way outside of their own respective procedures was to establish a tripartite dispute resolution process, which was signed off on at the national level in April of 1992 by all three parties. Here, the USPS and its two major Unions involved in Mail Processing, APWU and NPMHU had an apparent procedure to solve their disputes on who performs what functions in the various operations.

However, the first complication that the parties ran into was that in virtually every facility nationwide, the lines of jurisdiction were not always so plainly drawn. Some operations and functions were even mixed amongst the Clerks and Mail Handlers. The solution was to create “facility inventories” to map the terrain in each facility with regards to who was performing the work in April of 1992. Even this process proved to be contentious. The parties labored for two years, until April of 1994 at establishing the inventories. Some facilities were successful, some were not.

Both crafts had been “chomping at the bit” to battle the other Union and the USPS at tripartite arbitration to fight for the jobs in contention. Complicating the process were the aged appeals that were being fought, i.e, the fact that many operations and functions had “morphed” into something somewhat and in some cases totally different over the twelve years it took to get to arbitration. Moreover, many of the cases were fought to establish arbitrability, (technicalities) to deter-

mine if the cases were allowed to be in tripartite procedure in the first place. However, when cases were finally tried and decided on the merits, Branch Presidents, Shop Stewards and Mail Handler craft members all pitched in and testified brilliantly under oath in the respective branches around the tri-state area. In the end, when the merits of the cases were decided at arbitration, the NPMHU came home with victory in all but one minor case.

The two arbitrators were picked by the national tripartite committee in Washington, D.C. Our panel was made up of two renowned arbitrators chosen from the Federal Mediation and Conciliation Service. The first, Arbitrator Charles T. Schmidt, Emeritus was a professor from the University of Rhode Island, who had the school of Industrial and Labor Relations named after him. The other arbitrator, Eric J Schmertz, was the former Dean of Law at Hofstra University, in Hempstead, New York who had also served on a multitude of New York City panels and had recently decided the NYC police contract.

The first two cases began virtually simultaneously at our **MID HUDSON** facility in Newburgh, New York. One case involved the bullpens and was morphed by the end of the seven days of hearings to include work of other operations and of over sixty Mail Handlers and included both merits and arbitrability. Arbitrator Schmidt ruled in the favor of the NPMHU, **saving over 60 Mail Handler craft jobs**. The NPMHU had to defeat the arbitrability issue to get the merits of the next case, on the Low Cost Tray Sorter. Arbitrator Schmertz ruled in the NPMHU’s favor on both cases, saving those jobs for us and chasing

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Local 300 R.I. 399 Jurisdictional Cases (Continued from page 8)

out Clerks from that operation that did not belong there. An added bonus was added to the LCTS case; Branch President **Jim Perkins** had filed a cross craft case on the LCTS and after the work was affirmed to the Mail Handler craft, Regular Regional Arbitrator Sherrie Talmadge sustained the cross craft case and gave the Mail Handlers at Mid Hudson **1999.9 hours of over-time pay**. Jim Perkins, Shop Stewards and many Mail Handlers testified for our side in all of the victories.

At the **MID ISLAND** facility in Melville, New York, Branch President **Robert Lussos** brought forth several cases. At the first hearing, the parties signed a Consent Award before Arbitrator Schmertz agreeing that the **AFSM's 035 Flat Prep Operation was properly assigned to the Mail Handler craft**. In the second case, the parties went through multiple hearing dates and the same arbitrator ruled that the **Mail Handlers were properly assigned to the Flat Prep work between the SPBS and the AFSM**. Unfortunately, our sole loss on the merits occurred at Mid Island when Arbitrator Schmertz inexplicably turned over 3 jobs in the Manual Section to the Clerk craft. This one hurt particularly because it was in my own facility and section.

The next of the major battles were at the **BROOKLYN** facility. There, we went again before both arbitrators in two cases. One involved the all important 035 Flat Prep Operations for the AFSM 100 machines. Branch President **Thomas Stanziale** furnished an army of witnesses, Shop Stewards and Members to testify on our behalf. Arbitrator Schmidt awarded the victory to the NPMHU after multiple hearing dates. The case **saved over 60 Mail Handler jobs**. In the other case, involving the copy and label rooms, Arbitrator Schmertz returned the NPMHU case to the regular arbitration procedure, basically affirming the NPMHU case for jurisdiction ipso facto. The APWU and the USPS reel-

ing from the loss, then appealed the case to the **Federal District Court in Washington, D.C.** attempting to get the award overturned. After months, and many briefs and memoranda later, U.S. Magistrate Judge, Alan Kay ruled in an eighteen page summary judgment on February 21, 2007, in favor of the NPMHU affirming Arbitrator Schmertz's original decision.

Another major victory came at the **QUEENS** facility in Whitestone, New York. The APWU presented a similar case to that which it presented at the Brooklyn Facility. We had a different arbitrator, Eric Schmertz, but he came off with the same conclusion as did Arbitrator Schmidt in Brooklyn. He gave us the victory and **affirmed 66 Mail Handler craft assignments** on the 035 Flat Prep operation to the NPMHU.

We received a nice bonus for our R.I. 399 victories in Brooklyn and Queens. According to Local President Hogrogian, we settled approximately 120-150 cross craft cases in those two facilities based the upon affirmation of our 035 Flat Prep cases which will pay seven figures to Mail Handlers in those two plants. Branch President Trevor Stuart not only testified brilliantly under fire but even assisted on the post hearing brief to reign in the victory for the NPMHU.

At the **DVD** facility in Kearny, New Jersey, Branch President **Ray Bermudez**, former Branch President **Bernie Schramm**, and the Shop Stewards worked like dogs to assist in the preparation of the arbitration cases on two "Condo" or bullpen operations there presented simultaneously. They, along with Shop Stewards and Mail Handler Members testified brilliantly at hearings on arbitrability and the merits on those cases over a year long period. We won the arbitrability issues on two out of the three cases. Unfortunately, just short of decision on the merits, Arbitrator Schmertz felt compelled to resign from the panel. Arbitrator Schmidt had done so also previously

for health reasons, but is fine now.

At the **WESTERN NASSAU** facility, in Garden City, New York, we were also just short of post hearing briefs on the merits of the 110-129 operation case when Arbitrator Schmertz presented his untimely resignation. Both the DVD and the Western Nassau cases, which we expected to win on the merits, have to be re-litigated when two new arbitrators are found who can live up to the rigors of the process.

At the **NJI-BMC**, in Jersey City, New Jersey, the APWU and USPS challenged us on arbitrability on three operations in one case. The arbitrator, Charles Schmidt unfortunately ruled that the three cases did not meet the criteria to be in the procedure.

Since those cases have been decided, we will be going forward on the merits on other cases at the **MID HUDSON** Facility including, but not limited to the 111 operation and the 010 operation with it's chopping block duties and related functions in that operation. There are still a multitude of cases to be heard in the future throughout Local 300, including the retrials of the 'condo' cases at **DVD** and the 128 operation at Western Nassau respectively.

Our successes in the various R.I. 399 jurisdictional dispute resolution arbitration cases rested upon the shoulders of the respective Branch Presidents, Shop Stewards and Members in our branches who testified brilliantly under oath before nationally renowned arbitrators who were nothing but impressed by their credibility and acumen. Men and women stepped forward in each and every one of our branches to fight for the very existence of our Mail Handler craft work. I cannot begin to tell you how privileged I was to work with all of these fine people who gave of themselves for the common good of us all. And in the true Mail Handler fighting spirit, I am confident that they will be there again in the future as the battle proceeds around our Local.

NPMHU LOCAL 300 WOMEN'S CAUCUS

Linda Yancey, Local 300 Recording Secretary & Chairperson, Women's Caucus

Sister Sister *A Feminine Touch of Progress* *"Leading the Charge for Change"*



Economically and socially these are important times. Over the past 40 years, women have steadily entered the workforce in record numbers, accounting for nearly half of all workers in the country today. The number of women joining unions has been growing steadily, and women have outpaced men as new members of a union for the last 25 years. According to a Cornell University labor studies questionnaire, women seek to join a movement that will reflect their needs and aspiration. Labor studies have also found, that when women are encouraged to actively participate and advance to decision making position, is a key indicator that unions welcome and understand a women's needs, concerns and priorities. Women understand first hand the political and legislative challenges that directly affect our lives, and when addressing our important issues, women will be the first to advocate for change.

In Local 300, women account for approximately 45% of our union membership. And because women are among the fastest growing demographic group entering the labor market (and will continue to be in the future) it is crucial that the labor movement address the needs of women workers and seek to organize them.

Changing times call for new ideas and the Women's Caucus has consistently worked to develop the social consciousness of women in our local, and has taken the necessary steps towards shaping the future of women in our organization. We believe that careful planning leads to effective

leadership, and if we commit ourselves to the powers of grassroots effectiveness it will strengthen our ties to our political, social, and economic arenas.

For women, it's not just about equality; it's about our growth as well. Over the past three years, the Women's Caucus has pursued and supported an agenda that will inspire women to move forward. Our presence at the LIUNA Convention in Las Vegas, and the SAMLU Conventions in Puerto Rico and NYC, laid a foundation to meet with strong union women from around the country, and give us an opportunity to strengthen a women's advancement within this union structure. Our joining the German Postal Workers Delegation on their visit to the Morgan facility; gave us an opportunity to exchange views on technology, workers rights, and women's rights; because for women, the more educated we are about an issue, a stronger platform can be developed to insure that our voices will be heard.

The exchange of ideas and ideals is what brings us together as a membership. The Women's Caucus has diligently worked to bring about the changes women desperately seek in addressing their issues. With the successful development and launching of the "Women's Caucus Information Guide" members are presented with an opportunity to find the support and assistance they need (through State, and City agencies) regarding childcare, eldercare, counseling services, financial support services, and a host of educational services. With the

development of our "Sister-2-Sister" newsletter, we directly address the interest and concerns for us as women, for us as Mail Handlers and for all of us as working families. We've brought attention to the importance of Women's History Month by distributing commemorative buttons and a special edition newsletter, because people should know the history of a woman's struggle for equality. Education, motivation and innovation, was the idea behind the success of our "Night Out at the Theater" event. The opportunity of bringing the Arts to the Union provided a refreshing change in our union sponsored activities.

It is true, times have changed; and changing times call for fresh ideas, and the successful execution of those ideas. We realize we have to synchronize with the changing attitude of a generation to come. Charting our course and leading the charge for change is what the Women's Caucus is all about.



NPMHU 2007 NATIONAL LEGISLATIVE CONFERENCE

The NPMHU 2007 National Legislative Conference will be held in Washington, DC on May 16-17, 2007. The National Office is putting together this two-day program that will help educate our representatives on the major issues on Capitol Hill, with particular emphasis on pending and proposed legislation that could impact the lives of Mail Handler Union members and their families. The first day of the conference will provide an overview on pending legislative initiatives. The second day of the conference will include a trip to Capitol Hill to meet with Members of Congress and their staffers to discuss issues of importance to Mail Handlers.

Local 300 President Paul Hogrogian, along with Vice President Robert Blum, NY State Executive Board Member Larry Hill and CT State Executive Board Member Tom Ruther will represent Local 300 at the conference.

Local 300 has been active on the legislative front over the last few years. Local 300 representatives have met with many elected officials including Congressman Charles Rangel (D-NY), Congresswomen Carolyn Maloney (D-NY), Congressman Christopher Shays (R-CT) and Congressman Donald Payne (D-NJ).



(l-r) NYC Branch President Wilfredo Delgado, Local 300 President Paul Hogrogian, Congressman Charles Rangel, Local 300 Vice President Robert "Bobby" Blum



(l-r) NYC Branch President Wilfredo Delgado, Congresswoman Carolyn Maloney (D-NY), Local 300 President Paul Hogrogian, Local 300 Vice President Robert Blum



Congressman Christopher Shays (R-CT) at the Stamford Branch Membership Meeting October 2, 2006

(l-r) Local 301 CT SEBM Hiram Velez, Stamford Branch President Don Utz, Local 300 CT SEBM Tom Ruther, Local 300 Recording Secretary Linda Yancey, Local 300 President Paul Hogrogian, Congressman Christopher Shays (R-CT), NPMHU Nat'l President John Hegarty, Local 301 President Bob Losi, NY L&DC Branch President Kevin Tabarus, Local 300 Vice President Robert "Bobby" Blum, and Westchester Branch President Steve Schiff

USPS ATTACKS ITS ILL AND INJURED EMPLOYEES THROUGH THE NATIONAL REASSESSMENT PROCESS

By Paul Hogrogian, Local 300 President

The Postal Service has implemented a National Reassessment Process concerning Limited Duty and Rehabilitation positions. The Postal Service will proceed with this program in conjunction with the Department of Labor (DOL), Office of Workers' Compensation Programs (OWCP). The program is intended to develop work opportunities outside the Postal Service for employees who have sustained job-related illness or injury (IOD).

The Postal Service contends that because of a decline in mail volume, they no longer have sufficient work to keep all of their limited duty (injured on the job) employees employed. The Postal Service is targeting those employees who were injured on the job and who have partially recovered from an injury or illness, but have reached "maximum physical improvement" as stated by the employee's treating physician. In other words, permanent limited duty employees. If the Postal Service determines, at the installation level, that there is not 8 hours work per day or 40 work hours per week within an employee's limitations, that employee would be targeted for participation in this program.

Should the OWCP successfully place these employees in positions outside of the Postal Service, the employees would cease to be postal employees. If the new positions pay less than their postal position, OWCP will pay the difference. However, the employees would lose all postal benefits (health insurance, life insurance, TSP, etc.). The benefits would be that of their new private employer, not the Postal Service. The employees would also cease to accrue creditable time towards their federal retirement plans.

The Postal Service has recently issued its National Reassessment Phase 2 manual. This document lays out the blue print for all postal installations nation-wide to reassess limited duty/rehab employees and the assignments in which they work. If these plans are followed, I see many limited duty/rehab employees being outsourced to jobs in the private sector as well as many LIGHT DUTY (off job injuries/illnesses) being denied light duty work.

The DOL/OWCP appears to be anxious to participate in this outsourcing initiative. Two of Local 300's Branch Presidents recently attended a training program given by DOL/OWCP. Many of the attendees were Injury Comp Specialists from various Federal agencies. The DOL/OWCP instructors announced that there were plenty of pri-

vate sector jobs into which injured federal workers could be placed. It appears that the DOL/OWCP is almost begging for referrals.

The "Phase 2" manual establishes Area and District Reassessment teams. No limited duty positions will be offered to ill/injured employees unless deemed by all levels (Installation, District and Area) to be "necessary" and not "make work" assignments. Necessary work is defined as "any tasks that are determined by management as necessary for an operation and/or function." This definition gives the USPS a lot of leeway to withdraw and withhold limited duty positions. This could result in many of our members being referred to the OWCP Vocational Rehabilitation Program. I see this generating numerous grievances and MSPB appeals.

Light duty employees will also be affected as a result of Phase 2 of the National Reassessment Process. Phase 2 mandates a search of all light duty assignments in the Local Commuting Area to be offered to all limited duty/rehab employees before being referred to the OWCP. These light duty positions will be taken away from the injured/ill (off the job) employees and offered to limited duty/rehab (on the job) employees. This will result in hundreds of light duty employees being denied light duty work.

I see the USPS coming after LMOU provisions that guarantee a certain number of light duty positions, claiming an unreasonable burden in that they must provide these positions to limited duty/rehab employees.

I believe that we have to be proactive on this issue. So far the National Office has done an excellent job in educating our representatives through the CAD Reports and other mailings. However, I don't believe that this is enough. I think that we have to elicit help from our friends in Congress. We have to get them to put pressure on the USPS to comply totally with their responsibilities under FECA and not to discriminate against ill and injured employees. In Local 300, we are developing "form letters" for our members to send to their representatives. We have to increase our efforts with regard to this problem before it's too late.

Local 300 believes that it is disgraceful that the Postal Service should cut ties with those employees who were permanently injured in the performance of their postal duties.

(Continued on Page 17)



Unions Win SAFETY Upgrades Near Ground Zero

**by Wilfredo Delgado
NYC Branch President**

Local 300, along with our sister Postal Unions and state and city unions were successful in the two (2) year fight to improve the safety and health conditions at 90 Church Street.

Local 300 Mail Handlers Union, along with APWU and NALC had been meeting with state and city unions (DC 37, PEF, CWA, AF-SME, CSEA, OSA and Teamsters) in an organizing effort to improve the air quality at 90 Church Street. We organized the 90 Church Street Labor Coalition, to jointly address this issue with the employing agencies, the U.S. Postal Service, New York State Dept. of Health and the New York City Housing Authority.

Postal Service management informed the Union, that Church Street Station located across from Ground Zero, has completed the installation of interior windows to protect all employees from exposure to contaminants in the air.

We had requested the installation of interior windows, as a proper sealed barrier. This was necessary to reduce the exposure to dangerous contaminants due to the ten (10) year construction projects at Ground Zero, and the demolition of heavily contaminated buildings (asbestos, lead, mercury and other harmful pollutants) adjacent to Church Street Station.

Local 300 Mail Handlers Union was instrumental in organizing a protest rally, and an informational picket line to bring attention to this issue.

In addition, a press conference was held on the steps of City Hall along with the Unions, there were Federal, State and City elected Representatives present.

Our organizing efforts included petitions, meeting with federal, state and city elected representatives, and lower Manhattan community groups to jointly voice our concerns to fight for safer working conditions.

We had exposed that the U.S.P.S. received a \$ 75 Million insurance settlement due to the building damage incurred from the attack on September 11th, and were unwilling to spend the money to protect the federal, state and city workers at Church Street Station.

This effort clearly demonstrates that working together, the Unions and community groups have an opportunity to have a positive impact in our daily lives. Let's take this victory to the work floor and to our communities. We have to show management that we are willing to go the extra mile to fight for our rights.



NYC Branch President Wilfredo Delgado, Speaking at the Church Street Rally

FAX AUTHORIZATION TO: 202.785.9860

NOTICE CONCERNING PAC CONTRIBUTIONS...

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

You can make your PAC contribution by bi-weekly salary allotment through PostaleASE
You can use this page as a worksheet

PostaleASE BY TELEPHONE:

Dial 1-877-4PS-EASE -- (877-477-3273)

Press # 1 for PostaleASE

When prompted, enter your eight-digit USPS employee identification number.

When prompted again, enter your USPS PIN number.
(This is the same as the PIN number you use for telephone bidding and/or other payroll allotments.)

When Prompted, Choose Option # 2 (to select payroll allotments)

Then Choose Option # 1 (to select allotments)

When prompted Press #2 to continue

When prompted Press #3 to add the allotment

When prompted for the routing number enter

054001220

When prompted for the account # enter the following:

11260001 _ _ _ _ - _ _ _ - _ _ _ _

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

Press #1 if correct

When prompted Press #1 for “checking”

When prompted, input the bi-weekly dollar amount of your PAC allotment.

Press #1 if correct

When prompted Press #1 to process

You will be provided a confirmation number as well as the start date for the salary allotment.

For your records:

Record the confirmation number _____

Record the start date of the salary allotment _____

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

PostaleASE on the WEB:

To initiate your bi-weekly PAC contribution on the web, simply go to www.liteblue.usps.gov

Enter your eight-digit USPS Employee ID Number and your USPS PIN

Follow the link to PostaleASE – you will again be asked to enter your Employee ID Number and USPS PIN

Follow the link for PAYROLL- Allotments/NTB
Continue to the ALLOTMENTS section

Your ROUTING TRANSIT NUMBER is: 054001220

Your ACCOUNT # will be:

11260001 _ _ _ _ - _ _ _ - _ _ _ _

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

For ACCOUNT TYPE – please select “CHECKING”

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

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

UNIFORM ALLOWANCE

By: Kevin Tabarus
Branch President NY L&DC

The Union has collectively bargained of the terms and conditions of your employment. One benefit that the National Agreement provides for is the Uniform Allowance Program.

To purchase your authorized uniform, you need a USPS uniform purchasing card. If you have not been issued a Uniform Allowance Card, see your steward immediately. If you loose or misplace your card call Citibank Customer Service at 1-800-287-5003. The card looks like a Visa credit card. You can only use the card to make purchases at authorized vendors.

It is recommended to call the vendor first to check if they are still in business and accepting the USPS Uniform Purchase Card. You have a wide variety of vendors to choose from. Make a wise consumer choice. Ask other members if they were satisfied with their uniform purchase from a specific vendor. The most important item that would be recommended is quality footwear. You are on your feet for a large part of the day. If you have any questions, see a steward.

You have a Uniform Anniversary Date which could be different from your Mail Handler seniority date. To check your balance and your anniversary date, call Citibank Customer Service at 1-800-287-5003. Your allowance

only lasts for one year. If you don't use it, you loose it.

Be sure to purchase Union Made Uniforms & look for the Union Label.

National Uniform Vendors

Ames Uniforms 800-741-7502
Arslan Uniforms 800-939-0018
Blumenthal Uniforms 800-527-5277
Brookfield Uniforms 800-527-0606
Genesis Direct 888-258-7698
Lyon 's Uniforms 800-456-3433
Postal Uniforms Direct 888-682-8889
Roy Tailors 800-543-0379
Skaggs Uniforms 719-636-5134
U.S. Uniforms 800-524-3676
Wasserrman Uniforms 800-846-3576

Uniform Vendors by State & Zip Code

Rainbow Graphics, 118 Adams Street, Manchester CT 06040	Paterson NJ 07505	Craigs Shoes Inc., 132 Chambers Street New York NY 10007
Viels Shoes, 652 Center Street Manchester CT 06040	Schagens Shoes, 394 21st Avenue Paterson NJ 07513	I Buss Uniform Co., 121 East 24th St. New York NY 10010
Pssst Footwear LLC, 27 Meadow Lane Manchester CT 06040	Harris Uniforms, 259 Main Street Hackensack NJ 07601	B Schlesinger and Sons, 249 W. 18th St New York NY 10011
Security Uniforms Inc., 48 Broad Street New Britain, CT 06053	D & E Uniforms, 213 Closter Dock Rd Closter NJ 07624	DBA Lord John Bootery, 428 3rd Ave. New York NY 10016
Bazilian and Co. Inc., 229 Park Road West Hartford, CT 06119	Todd David Shoes T/A Michaels Shoes 1213 State Route 35 Wanamassa NJ 07712	Elaine Gold Enterprises, 390 5th Ave New York NY 10018
Guilford Uniform Co., 36 Whedon La Madison, CT 06443	Uniform Headquarters Inc. 980 Shrewsbury Avenue Tinton Falls NJ 07724	Scafati Inc., 405 W. 42nd Street New York NY 10036
Arciuolo Shoe Store LLC, 94 Broad St. Milford CT 06460	J and M Apparel Inc., Airport Plaza 1350 Hwy 36 Hazlet NJ 07730	Little Blue 2000 Inc. 839 Father Capodanno Blvd Staten Island NY 10305
United Uniform Inc., 15 Orange Street New Haven CT 06510	Lous Uniforms Inc., 616 Ocean Avenue Long Beach NJ 07740	F and J Police Equipment Inc. 378 E. 161st Street Bronx NY 10451
Austin Phillips Shoe, 209 Terminal La New Haven CT 06519	Bobs Uniform Shop Inc., PO Box 578 Middletown NJ 07748	Franks Sport Shop, 430 E. Tremont Ave Bronx NY 10457
Fairfield Uniform Co., 1157 Main St. Bridgeport, CT 06604	American Uniform & Supply Post Office Box 476 Brielle NJ 08730	Brothers Police Store 3013 Webster Avenue Bronx NY 10458
Connecticut Uniform, 567 Watertown Ave, Waterbury CT 06708	Aim Uniform Inc., PO Box 1361 Edison NJ 08818	Catania Shoes, 3015 Westchester Ave Bronx NY 10461
New England Uniform, 356 Main St. Danbury CT 06810	Blue Streak Uniforms LLC 33 E Railroad Ave. Jamesburg NJ 08831	Varsity Mens Shop, 1279 Castle Hill Avenue Bronx NY 10462
Heights USA 466 Broadway Bayonne NJ 07002	Daves Men's and Boys Shop, 41 S. Main Street, Manville NJ 08835	S. K. Potter Inc., 1239 Castle Hill Ave Bronx NY 10462
Modern Clothes, 1607 Springfield Ave. Maplewood NJ 07040	Fertigs Inc., 195 New Brunswick Ave Perth Amboy NJ 08861	Golubs Shoe Shop, 714 Allerton Ave Bronx NY 10467
Emergency Service Uniforms 1330 Stuyvesant Ave. Union NJ 07083	Gregs Uniforms, 28 Ellison Road Somerset NJ 08873	County Uniform and Supply Inc. Post Office Box 538 Mt. Vernon NY 10551
Lee Uniform Co., 33 William Street Newark NJ 07102	Johns Inc., 720 Hamilton Street Somerset NJ 08873	Shuberts, Post Office Box 441 Tarrytown NY 10591
Atlantic Uniform Co., 444 Washington Ave., Belleville NJ 07109	Heights USA, 466 Broadway Bayonne NJ 07002	S and H Uniform, 1 Aquaduct Road White Plains NY 10606
Heirs Men's Shop, 525 Westside Ave. Jersey City NJ 07304	Modern Clothes, 1607 Springfield Ave. Maplewood NJ 07040	Packers Shoes, 189 Ashburton Ave Yonkers NY 10701
S. Manzo Uniform, 190 Monticello Ave., Jersey City NJ 07304	Emergency Service Uniforms 1330 Stuyvesant Avenue Union NJ 07083	
Kings Son Inc., 309 Central Ave. Jersey City NJ 07307		
Mario's Uniforms, 36 Market Street		

(Continued on Page 20)



LIUNA CONVENTION



Mail Handlers from all across the United States met in Las Vegas from September 11-14, 2006 as Delegates to the 23RD Laborers International Union of North America convention. Local 300 was well represented also. Our Delegation was headed by Local 300 President Paul Hogrogian. The following Local 300 Members were elected as Delegates:

Jerome Anderson	Jeffrey Perry	Gwen Green	Trevor Stuart
Thomas Mullahey	David Bernard	Steven Schiff	Robert Lussos
Robert "Bobby" Blum	Charles Price	Lawrence Hill	Kevin Tabarus
Brian Odums	Wilfredo Delgado	Andre Spence	Emilio Mito
Ray Bermudez	Thomas Reid	Stanley Howard	Linda Yancey

2007 BERNARD HOLLOWAY, JOHN A. ORCHARD, EDWARD J. MILLER, AND WALLY MERWIN MEMORIAL SCHOLARSHIP

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

Once again we will be awarding four \$1,000 scholarships for study at an accredited college, university, or trade school. The scholarships are available for children, grand-children, and legal

wards of our regular members.

The four brothers memorialized in this scholarship devotedly served the cause of Mail Handlers and enabled us all to benefit.

In awarding these scholarships we re-affirm our commitment to increasing the educational opportunities available to our members and to the working class. We also reaffirm our commitment to struggle for knowledge and genuine democracy in order to create

a better world in which an informed and enlightened people can best decide their fate.

All members are urged to read the "Requirements" for consideration and to urge every eligible applicant--a regular union member's child, grand-child, or legal ward who meets the scholarship requirements--to apply.

Applications and "Requirements" can be obtained from Local 300 Headquarters or see your Shop Steward.

USPS Attacks Ill & Injured Employees (NRP) (Continued from page 12)

While postal managers give lip service as to how important their employees are to them, the intent of this program says otherwise. The Postal Service wants to eliminate what it considers to be "dead weight." It simply is not fair to postal workers and their families that postal workers should lose their health benefits and their pensions, solely because they had the misfortune of being injured in the performance of their assigned duties. Instead of living up to its responsibility to find suitable work within the Postal Service, the Postal Service would rather shift its responsibility and costs

to the OWCP and ultimately to the American taxpayer.

Local 300 will oppose this program however and wherever we can, including through the Grievance/Arbitration, MSPB, EEOC and legislative forums.

Should any Mail Handler receive a letter stating that they are to be included in this program, Local 300 Headquarters should be contacted immediately.

THE BUYER'S EDGESM

Exclusive for Member Group:

National Postal Mail Handlers Union

LOWEST PRICES GUARANTEED!
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THE BUYER'S EDGE is a consumer buying service that guarantees the lowest prices on most major purchases for its 3 million members in the tri-state area of NY, NJ, CT and greater Philadelphia. Through the convenience of toll-free numbers, you can call our vendors direct and talk to a "live" specialist who has product and service expertise, knows inventory availability and, in many cases, can arrange delivery directly to your door A.S.A.P.

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User Name: 2089
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BUY-BY-PHONE

- 1. SHOP FIRST** - decide on your exact specifics (e.g., make and model or style number). Then...
- 2. CALL** - participating vendor for price.
(See phone numbers below.)
- 3. BUY-BY-PHONE** - using credit card or check. The items will be delivered to you.

MAJOR APPLIANCES	800-377-3700
TV & VIDEO EQUIPMENT	800-377-3700
AUDIO EQUIPMENT	800-543-0911
CARPETING & RUGS	800-526-5389
COMPUTERS	(see website for details)
DIAMONDS, FINE JEWELRY, WATCHES	800-635-9136
EXERCISE EQUIPMENT	800-541-9905
FURNITURE	800-631-0286
LIGHTING	800-510-6348
LUGGAGE	800-543-8237
PIANOS & ORGANS	800-526-6825
TRAVEL	800-634-8538
VACUUM CLEANERS	800-377-3700

NOTE: Product coverage is constantly being improved; however some products or services may not be available in your area.

LOWEST PRICE GUARANTEE

If you buy a product for \$150 or more through a Buyer's Edge Plan and within 30 days (24 hours on Travel) and 50 miles and find the exact item for less at a factory-authorized dealer, THE BUYER'S EDGE requires that the participating vendor mail you the difference, plus 20% of that difference.

This guarantee even covers advertised sales, discount houses and other buying plans. Computers, car rentals, silver and gold items, services, merchandise offered with limits on availability or quantity, dealer installed options and prices after manufacturers' cut-off dates for model year on new cars are not covered by this guarantee.

Visit above website for more details...
 re: hours, coverage, "What's New" and "Specials"

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CARPETING - DIAMONDS - EXERCISERS FURNITURE - LUGGAGE - PIANOS

- No need to know make, model, etc.
- Free in-store services may be available
- Call Buy-By-Phone vendor for local dealer referral (see below)

CAR PLAN **800-543-8381**

OPTION #1 FREE REFERRAL...to a cooperating dealer for new cars

- 1. SHOP:** decide on make and model
- 2. CALL:** for a referral to local cooperating dealer
- 3. SAVE:** at the dealership. You will be given the Buyer's Edge negotiated profit margin over factory invoice cost.

***USED CARS:** Late models (3 years or less 12 month or 12,000 mile limited warranty up to 36,000 miles.

OPTION #2 PRICING INFORMATION PACKAGE...

dealer's cost of vehicle...and much more... FREE via fax with a referral to a local cooperating dealer.

KITCHEN CABINETS/COUNTERTOPS **800-327-3599**

Call for referral.

Designer services available.

MOVING PLAN **800-356-7771**

Professional services, household goods/autos (intrastate or interstate). Free in-home estimate. Call 4 weeks prior to moving date.

REAL ESTATE PLAN **800-232-6766**

Savings on purchase or sale of home in most cases. Call referral service before contacting broker.

MEMBER PROTECTION SERVICE THAT WORKS FOR YOU

If you ever receive less than superior treatment with regard to price, delivery or service, speak to the management of the participating vendor. If you don't get results, contact:

THE BUYER'S EDGE, INC.

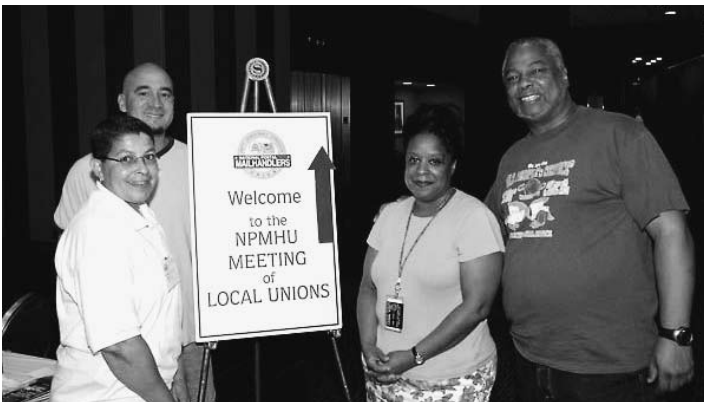
667 Shunpike Road Suite 4, Green Village NJ, 07935
 or E-mail: info@buyersedgeinc.com

Be prepared to give your Group # (see above)
 whenever you contact a participating vendor.

Semi Annual Meeting of the Local Unions

New York City - August 2006

Paul Hogrogian, Local 300 President and National Vice President, along with members of Local 300, welcomed the Semi Annual Meeting of the Local Unions (SAMLU) of the National Postal Mail Handlers Union in New York City beginning on August 3, 2006. The meeting featured reports from National President John F. Hegarty as well as the financial report from National Secretary-Treasurer Mark. A. Gardner. Legislative Director Roger Blacklow reported on Postal Reform issues, and Contract Administration Manager Bill Flynn delivered the CAD report. LIUNA General President Terry O'Sullivan spoke on the second day about the approaching LIUNA convention and the challenges that both LIUNA and NPMHU face. Congresswoman Carolyn Maloney (D-NY) then discussed her continued support to better the lives of Mail Handlers and all working men and women.



(l-r) Morgan Chief Steward Minerva Fuentes, Local 313 Steward Jose Chinaea, Local 300 Recording Secretary Linda Yancey, and retired NYC Branch President Richard Thomas



(l-r) Local 300 President Paul Hogrogian, Congresswoman Carolyn Maloney (D-NY), NPMHU Nat'l President John Hegarty, and NPMHU Nat'l Secretary - Treasurer Mark Gardner



Local 300 Council Members stand to be recognized



(l-r) Charlie Price NJ State Rep, Tommy Reid NJI-BMC Branch President, Larry Hill NY State Rep.



Northeast Region Vice President & Local 300 President Paul Hogrogian welcomes the Local Unions to New York City



(l-r) Jeff Perry Treasurer, Morgan Chief Steward Minerva Fuentes, retired NYC Branch President Richard Thomas, Newark Branch President Steve Craig

Workers Memorial Day • April 28

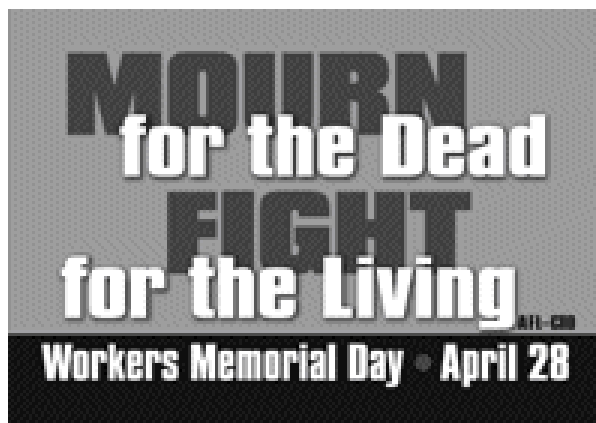
More than three decades ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality winning protections that have saved hundreds of thousands of lives and prevented millions of workplace injuries. Nonetheless, the toll of workplace injuries, illnesses and deaths remains enormous. In 2005, more than 4.2 million workers were injured and 5,702 workers were killed due to job hazards. Another 50,000 died due to occupational diseases.

Our fight for safe jobs has gotten harder, as the Bush Administration, acting on behalf of corporate interests, has refused to address pressing problems. Instead, the Administration has moved to roll back and weaken protections. Dozens of important safety rules have been withdrawn. Voluntary compliance has been favored over issuing new protective standards and enforcement.

Progress in protecting workers' safety and health has slowed and for some groups of workers jobs are becoming more dangerous. Last year in the wake of the Sago and other mine disasters, the number of coalmine deaths doubled. Job fatalities for Hispanic and immigrant workers reached an all-time high.

The change in control of the Congress means that hostile legislative proposals to weaken job safety protections are no longer an imminent threat. But with President Bush still in office, major advancements in protecting workers will be difficult.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe workplaces. We will fight to make worker's issue a priority and to keep and create good jobs in this country. We will fight for the freedom of workers to form unions and, through their unions, to speak out and bargain for safe jobs, respect, and a better future. We will demand that the country fulfill the promise of safe jobs for all workers. It's time.



Uniform Vendors (Continued from page 16)

KVI Uniforms and Equipment 514 Highland Avenue Middletown NY 10904	Jo Pauls Enterprises Inc. 10503 Jamaica Avenue Richmond Hill NY 11418	Centereach NY 11720
Mels Army Navy Center 25 S. Williams Street Pearl River NY 10965	K Uniforms Inc., 11319 Jamaica Ave. Richmond Hill NY 11418	M and B stores Inc., 275 Larkfield Road East Northport NY 11731
Jeda Trading Corporation 4301 21st Street L.I.C. NY 11101	Tread Concourse Inc., Gertz Mall 162-10 Jamaica Ave Jamaica NY 11432	World of Uniforms, 2291 Route 112 Medford NY 11763
AD Meyers Uniforms, 63 Flatbush Ave Brooklyn NY 11217	Allied Uniform Inc., 16911 89th Ave. Jamaica NY 11432	LaSalle Commons, 585 Montauk Hwy Oakdale NY 11769
Macs Mens Shop, 1977 Flatbush Ave. Brooklyn NY 11234	Mesk Police Equip. 9124 168th Street Jamaica NY 11432	Goldman Bros. Inc., 183 S. Broadway Hicksville NY 11801
Mas Uniform Inc., 3639 Main Street Flushing NY 11354	J and A Uniform Supplies, PO Box 211 Carle Place NY 11514	University Army Navy Store 558 Main Street, Ste. 2 Cobleskill NY 12043
Kims Orthopedic Shoes Inc. 15603 Northern Blvd Flushing NY 11354	A1 Uniform Corporation, PO Box 475 Rockville Ctr NY 11571	Rosens Uniform Ctr, 241 Central Ave Albany NY 12206
RK Uniforms Inc., 6725 Main Street Flushing NY 11367	Lo Man Outdoor Store 140 Deer Park Avenue Babylon NY 11702	Arno Reihls, Inc., 3514 State Street Schenectady NY 12304
Pauls Uniforms Queens Inc DBA 6514 Metropolitan Avenue Middle Village NY 11379	Woods Mens and Boys Clothing 658 Suffolk Avenue Brentwood NY 11717	Schenectady Rudnick, 308 State St. Schenectady NY 12305
	Impala Cleaners and Tailors 91 Forest Road	Professional ServiceWear, 275 Fair St. Kingston NY 12401
		M and N Sales Co., 460 Main Street Poughkeepsie NY 12601
		Renu Shoe Repair, 366 Broadway Monticello NY 12701

Come Together

By Trevor Stuart

Branch President – Flushing

We hear folks complaining about not having it, but little is done to really address it. People naturally get locked into their own little zones, and it is hard to move beyond that comfort zone.

But the job of a union is to create the feeling of a *greater partnership*, a feeling of *collective security and power*. But how do you do that with such a dispersed and diverse group of Local 300 members? We have to come together!

Let's first understand that YES, we are dealing with so many differences that keep us apart Age, race, religion, location, sex, preference, education... we're all so different. **But what do we all have in common? Our job experiences.**

We're all Mail Handlers, we all share the same work experience for at least eight 8 hours of our lives. Whether you work on the first or the third floor, whether you work in Brooklyn or across the way in New Jersey, the postal experience of a Mail Handler is pretty much the same. We need to create a mindset to embrace our similarities as an extended family!

How do we do this? Well, we start by taking a positive attitude and appreciate the good things we have because of the force of our Union. Rather than

always crying that our cup is half empty, STOP: now listen to the horror stories of fellow blue collar workers in America today. Their layoffs help you realize that, as Mail Handlers, our cup is more than half full. The power of positive attitude can adjust the most dismal outlook and clear away self-imposed obstacles.

There is nothing more draining than being around a miserable, complaining, self centered individual who only points out anything that is less than perfect in their little world. If they happen to work with you, you'll feel trapped. To get a release, someone has to try to show them the light and open their little world of pain with some enjoyment.

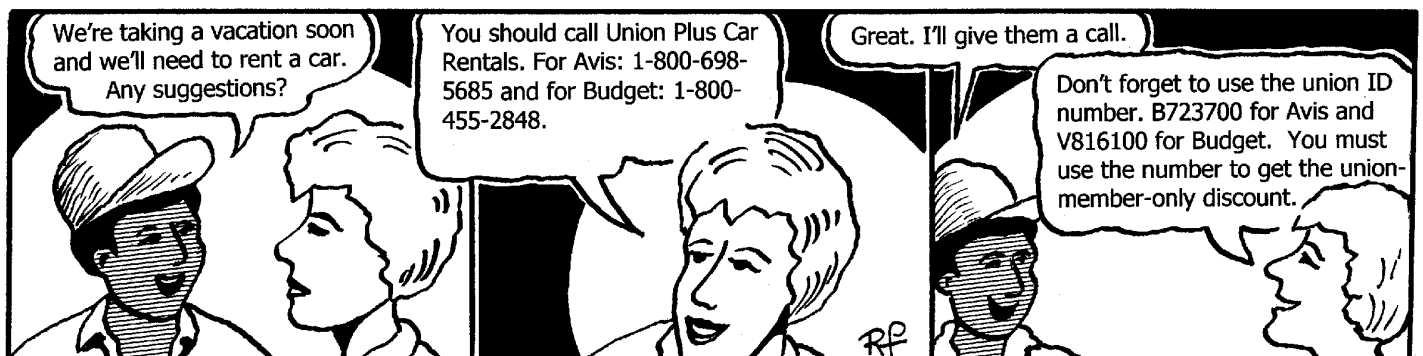
It's about time we forced the issue on a **Union Solidarity Outing** for all our members. It's time to show the collective power and potential unity of **all the branches in Local 300**. We're in New York, New Jersey, and Connecticut, three of the most prosperous states, making up the biggest Local Union in the nation and we need to get together to share our experience to promote **Union Solidarity**.

I don't just mean an event where we meet at the same place and then only talk to those who we already know. There needs to be a plan for interaction, a specific time during the event

for greeting our brothers and sisters from different facilities.

When I find myself having to attend some political rally or shirt-and-tie affair, the air is stifled with folks who seek only their own pre-ordained cliques and try to impress one another with their work titles. As Mail Handlers, our laborer culture doesn't really fall into that format, so the potential for having a down to earth, non-pre-tentious gathering is great.

Maybe we can take a cue from the Boy Scout rallies. It's where everyone comes together in their respective packs, but the planned activities require a sharing of common experiences for all. But believe it or not, some of our members' spouses don't know who Paul Hogrogian is, or what he looks like. Hell, some of our members don't know who he is, but we can change that. By us showing the vast improvement of Local 300 under Paul's leadership, we have common ground for bonding together. The seeds to create an extended Union family are there. It may sound a little corny, but it will start to heal some of the open sores continually picked at by anti-union forces in the workplace. **Let's plan for a Local 300 wide interactive outing this summer. Let's stop talking about it, let's do it!**





Working for Working Families

Because you are a current union member, you and your family are automatically eligible to start using your union's **Union Plus benefits** as described below.

For Union Plus benefits updates, visit www.unionplus.org. Take advantage of these benefits today!

Union Plus benefits from Union Privilege are the only consumer benefits endorsed by the AFL-CIO and the National Postal Mail Handlers Union.

Member Benefits

On the job, you get the protection of a contract and more strength in the workplace. Off the job, the UnionPlus programs, using the collective purchasing power of millions of union members, offer you a wide range of high quality benefits with great value. Union Plus programs deliver the quality, service and savings that you and your family deserve.

Member and Consumer Advocacy

The Union Plus Member Advocacy Program will assist you if you have questions or concerns about any of the Union Plus programs. Full-time union member advocates are devoted solely to providing you immediate help. Union Plus also provides a wealth of consumer information to help you improve the quality of your life everyday.

Delivering Savings and Unique Benefits

With the Union Plus programs, you and your family will receive union member-only rates, discounts and special features like skip payments and financial assistance in the event of disability or layoff. The UnionPlus programs are designed specifically for union members and their families. That is why you won't find the savings and benefits associated with the Union Plus programs anywhere else.

Take Advantage of the Savings

Take a look at all of the money-saving benefits available to you as a union member. Then contact the programs that can help you and your family

today! You can call these programs toll free at the numbers provided or, look up the plan information on the internet.

Credit Card

A union endorsed credit card, with low-rate balance transfers, a competitive rate, no annual fee, strike skip payments and a unique Member Advocacy Program.

1-800-522-4000

UnionPlusCard.com

Credit Counseling

Regain control of your finances and stop collection calls. Get help from a high quality, non-profit counseling service, with free counseling and debt management plans.

1-877-833-1745

UnionPlus.org/CreditCounseling

Your Credit Score

Learn your credit score and get help improving it.

UnionPlus.org/CreditScore

Loans

Competitive-rate, personal and home equity loans. Ideal for debt consolidation.

1-888-235-2759

UnionPlusLoan.com

Online Tax Service

Save big on online tax preparation compared to TurboTax® and TaxCut®. Just answer some simple questions to prepare your federal and state taxes, then e-file your returns. Free federal returns for lower income households.

UnionPlusRefund.com

Union-Made Checks

Union-printed checks and return-address labels that feature your union logo.

1-888-864-6625

UnionPlus.org/Checks

Pet Insurance

Cut the cost of owning a pet. Save 10% on pet health insurance premiums.

UnionPlus.org/Pets

Pet Savings

Cut the cost of owning a pet. Save 25% on veterinarian services.

UnionPlus.org/Pets

Health Club Discounts

Pre-negotiated 20% to 60% discounts on monthly fees at over 1,500 health clubs.

1-888-294-1500

UnionPlus.org/HealthClubs

Education Services

Provides information about loans, scholarships, how to select a school, how to prepare for college entry tests, and much more.

1-877-881-1022

UnionPlus.org/Education

Goodyear Tire & Service Discount

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UnionPlus.org/Goodyear

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Makes buying or selling a home or refinancing a mortgage easier and more affordable. Features include strike, layoff and disability assistance, and an easy over-the-phone application process.

1-800-848-6466

UnionPlus.org/Mortgage

Moving Discount

Preferred moving discounts.

1-800-593-2526

UnionPlus.org/Moving

Home Heating Oil Discounts

Save an average of \$200-\$300 a year on home heating oil.

1-800-660-0691

UnionPlus.org/HeatingOil

Legal Service

Free and discounted legal assistance.

1-888-993-8886

UnionPlus.org/Legal

ConsumerReports.org Discount

Save 27% on an annual subscription to ConsumerReports.org, Consumer Reports' online consumer information

(Continued on Page 23)

The Mail Handlers Benefit Plan



Questions?
1.800.410.7778
www.mhbp.com

MHBP Standard Option

New better-than-ever benefits, that meet your health care needs today and tomorrow, at affordable premiums.

MHBP Consumer Option

Experience great low rates, tax advantages, savings opportunities and greater control in this non-traditional health plan.

MHBP Supplemental Dental Plan

Here's something to smile about: great benefits, national coverage, and affordable rates.

MHBP Supplemental Vision Plan

Savings on exams, glasses, and contacts.



Union Plus (Continued from page 22)

web site featuring Product Reviews, Product Ratings and Buying Guides. You'll also get the latest issue of the magazine online.

UnionPlus.org/ConsumerReports

Flower Discount

Save 15% when you send flowers.

1-888-667-7779

UnionPlus.org/Flowers

Union-Made Clothing Discounts

Buy union-made apparel and save with a minimum 5% discount on everything you buy. Jeans, dress shirts, casual wear, jackets and more. Discounts at Justice Clothing and Union Jean & Apparel Company.

Union Jean at 1-888-937-8009
(use discount code Union Plus)

UnionPlus.org/Clothing

Powell's Bookstore

Save on new and used books and textbooks at this discount unionized Internet bookseller.

UnionPlus.org/Books

Car Rental Discounts

Save up to 25% on car rentals.

Avis 1-800-698-5685, ID# B723700
Budget 1-800-455-2848, ID# V816100
UnionPlus.org/CarRentals

Cruise Discounts

Save a minimum of 5% on cruises anywhere in the world from Norwegian Cruise Line. Enjoy Hawaii with NCL America, which operates US-flagged, all union cruise ships.

1-866-867-0593

UnionPlus.org/Cruises

Worldwide Vacation Tours

Discounted international travel packages and tours. Members save \$100.

1-800-590-1104

UnionPlus.org/Tours

Entertainment Discounts

Save on movie tickets and rentals, theme parks, theaters, and sporting events.

1-800-565-3712, ID# 744387769

UnionPlus.org/Entertainment

Travel Center

The one stop for all of your travel needs including discounted car rentals, cruises, RV and condo rentals. Make airline and hotel reservations online through the largest airfare search engine on the Internet.

UnionPlusTravel.com

Dell Computer Discounts

Discounts on computers and accessories.

UnionPlus.org/Computers

Cingular Wireless Discount

Save up to 5% on cellular phone service with a unionized wireless phone company.

UnionPlus.org/Cingular

Internet Service Discount

Get huge savings on high-speed dial-up Internet service. Features include pop-up blockers, spam filters, virus protection and more.

UnionPlus.net

Broadband Phone Service (VOIP)

Save up to 85% on your phone bill with Union Plus Voice. It's easy to use. Just connect to your existing broadband Internet (cable or DSL) connection. A variety of calling plans with low monthly rates are available.

1-888-868-6818

UnionPlus.net/Voice

For up-to-date program information, sign up for E-News at:

www.UnionPlus.org/Enews

The Union Plus benefits are brought to you by Union Privilege. Visit

UnionPlus.org

for updates on all your union's Union Plus benefits.

No union dues are used to provide these benefits.

Recent Arbitration Decisions

**By Paul Hogrogian,
Local 300 President**

The following awards and decisions were 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 THANK YOU FOR A JOB WELL DONE. KEEP UP THE GOOD WORK!

1) Arbitrator Joseph Cannavo overturned a removal issued to a Brooklyn for attendance related infractions. Brooklyn Arbitration Advocate David Bernard was the advocate for Local 300.

2) Arbitrator Cannavo ruled that the Postal Service violated the National Agreement when the Postal Service improperly abolished and re-posted the bid positions of 141 Brooklyn Mail Handlers. NY State Executive Board Member Lawrence Hill was Local 300's arbitration advocate.

3) Arbitrator Sherrie Rose Talmadge ruled that the USPS violated the National Agreement when it improperly used clerk craft employees in the LCTS operation in the Mid Hudson P&DC. The arbitrator awarded 1,888 hours of overtime pay. State Executive Board Member Lawrence Hill represented Local 300.

4) Arbitrator Joseph Cannavo rescinded a removal issued to a Mid Island Mail Handler for "Failure to operate a Tow Motor in a safe fashion." The arbitrator made the Grievant whole for all lost pay and benefits. Mid Island Branch President Robert Lussos was Local 300's arbitration advocate.

5) Arbitrator Cannavo modified a removal issued to a Bronx Mail Handler (Attendance). The arbitrator cited mitigating. The arbitrator ordered the Postal Service to reinstate the Grievant. Bronx Branch President Andre Spence represented Local 300 in this grievance.

6) Arbitrator Joseph Cannavo ruled that the Postal Service violated the National Agreement by issuing a Removal to a NJI & BMC Mail Handler for working outside his restrictions while receiving compensation benefits. The arbitrator cited confusion that existed among the Grievant, his doctor and the Postal Service. NJIBMC Arbitration Advocate Tom Mullahey was Local 300's advocate for this grievance.

7) Arbitrator Sherrie Rose Talmadge modified a Removal issued to a DVD Mail Handler for violation of a Last Chance Agreement. The arbitrator cited mitigating circumstances (illness). DVD Arbitration Advocate Bernard Schramm represented Local 300.

8) Arbitrator Cannavo ruled that the Postal Service violated the National Agreement when it issued a Letter of Demand to a NY L&DC Mail Handler for being overpaid at the wrong step for a period of time. The arbitrator ruled that the overpayment was the fault of the Postal Service and the employee acted in good faith. NY L&DC Kevin Tabarus represented Local 300.

9) Arbitrator Sherrie Rose Talmadge ruled that the Postal Service violated the National Agreement when it denied Administrative Leave to Mid Island Mail Handlers for the January 2001 snow storm. The arbitrator awarded a monetary remedy. Mid Is-

land Branch President Robert Lussos was Local 300's advocate.

10) Arbitrator Joseph Cannavo ruled that the Postal Service violated the National Agreement when it unilaterally changed the location of the badge readers without prior consultation with the Union. Mid Island Branch President Robert Lussos represented Local 300.

11) Arbitrator Cannavo ruled that the Postal Service violated the National Agreement when it denied LWOP to a NJIBMC Mail Handler. NJ State Executive Board Member Charlie Price was Local 300's advocate.

12) Arbitrator Joseph Cannavo ruled that the Postal Service had not met its burden of proof to establish that a grievance challenging a removal issued for a violation of a Last Chance Agreement was not arbitrable. The arbitrator ruled that even though the Grievant waived his right to challenge a removal concerning a violation of the Last Chance Agreement (MSPB Settlement), the Union did not waive its rights. Local 300 Vice President Robert Blum advocated this grievance.

13) Arbitrator Amy Lynne Itzla, in expedited award, rescinded a 7-Day Suspension issued to a Morgan Mail Handler for attendance related infractions. The arbitrator cited the fact that the Grievant was not referred to EAP. Congratulations to NYC Branch President Wilfredo Delgado, who advocated this arbitration for Local 300.

14) Arbitrator Jeannie Mongiello, in expedited award, rescinded a 14-Day Suspension issued to a NJ L&DC Mail Handler for threatening a super-

(Continued on Page 25)

Labor Day 2006

An enthusiastic group of Local 300 Mailhandlers and their families turned out on Saturday, September 9, 2006 to march up 5th Avenue in New York City along with thousands of Trade Unionists from around the New York City metropolitan area as part of the New York City Central Labor Council's Labor Day Parade. The Grand Marshall's of this event were Dennis Hughes, President of the New York State AFL-CIO and Edgar Romney Manager of UNITE HERE as well as Secretary-Treasurer of CHANGE TO WIN. Participants first enjoyed food and beverages as well as mingling with Members and their families from various other Unions before marching the twenty-eight city blocks displaying their pride and unity not only for Local 300 but as part of the entire Labor Movement as well. The theme of the 2006 Parade was "Supporting Working Families". Ed Ott the new President of the New York City Central Labor Council greeted the Marchers in front of the reviewing stand. Details of the 2007 event will soon be released so plan to be there and show your UNION PRIDE!



Arbitrations (Continued from page 24)

visor. Congratulations to NJ L&DC Branch President James Smoot, who advocated this arbitration for Local 300.

15) Arbitrator Amy Lynne Itzla, in an expedited award, ruled that the Postal Service violated the National Agreement when it denied Administrative Leave to Westchester Mail Handlers who left work early due to a power black out. Westchester Arbitration Advocate Andrew Piacente represented Local 300 in this arbitration.

16) Arbitrator Amy Lynne Itzla, in expedited award, ruled that the Postal Service violated the National Agreement by failing to restore a Brooklyn Mail Handler to duty following her

absence. Congratulations to Brooklyn Arbitration Advocate Yvette Johnson, who advocated this arbitration for Local 300.

17) Arbitrator Amy Lynne Itzla, in expedited award, ruled that the Postal Service violated the National Agreement by failing to restore a Westchester Mail Handler to duty following her absence. Westchester Arbitration Advocate Andrew Piacente represented Local 300 in this arbitration.

18) Arbitrator Itzla, in expedited award, ruled that the Postal Service violated the National Agreement by scheduling PTFs and Failing to schedule Westchester OTDL Mail Handlers

for overtime. Westchester Arbitration Advocate Andrew Piacente represented Local 300 in this arbitration.

19) Arbitrator Itzla, in expedited award, ruled that the Postal Service violated the National Agreement by failing to allow a Bronx OTDL Mail Handler to work overtime. The Grievant had reported late for duty. Bronx Branch President Andre Spence represented Local 300 in this arbitration.

20) Arbitrator Linda Chin, in expedited award, ruled that the Postal Service violated the National Agreement by bypassing Bronx OTDL Mail Handlers for overtime. Bronx Arbitration Advocate William Freeman represented Local 300 in this arbitration.

Local 300 is an affiliate member of the AFL-CIO Central Labor Councils (CLC) for: Bergen County, NYC, & Mid Hudson. Recently, Local 300 became an affiliate to the Long Island Federation of Labor, AFL-CIO. We have about 850 members on Long Island at Mid Island PDC, NY LDC, Western Nassau PDC, and at several other locations.

Mail Handlers (RSC M) Schedule

Effective November 25, 2006 (PP 25-2006)

Full-Time Annual Basic Rates

Level	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
4	27,830	32,001	37,220	39,687	43,318	43,610	43,909	44,199	44,495	44,789	45,089	45,380	45,675	45,970	46,263	46,557	46,852
5	29,295	33,469	39,046	41,581	44,034	44,350	44,671	44,982	45,301	45,622	45,936	46,253	46,566	46,887	47,204	47,519	47,835

Part-Time Flexible Employees - Hourly Basic Rates

4	13.92	16.00	18.61	19.84	21.66	21.81	21.95	22.10	22.25	22.39	22.54	22.69	22.84	22.99	23.13	23.28	23.43
5	14.65	16.73	19.52	20.79	22.02	22.18	22.34	22.49	22.65	22.81	22.97	23.13	23.28	23.44	23.60	23.76	23.92

Part-Time Regular Employees - Hourly Basic Rates

4	13.38	15.39	17.89	19.08	20.83	20.97	21.11	21.25	21.39	21.53	21.68	21.82	21.96	22.10	22.24	22.38	22.53
5	14.08	16.09	18.77	19.99	21.17	21.32	21.48	21.63	21.78	21.93	22.08	22.24	22.39	22.54	22.69	22.85	23.00

Step Increase Waiting Periods (In Weeks)

Steps ...	AA to A	A to B	B to C	C to D	D to E	E to F	F to G	G to H	H to I	I to J	J to K	K to L	L to M	M to N	N to O	O to P
Levels 4 - 5	88	88	88	44	44	44	44	44	44	44	34	34	26	26	24	24

Night Shift Differential Hourly Rates

Full-Time Employees

Level	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
4	\$0.83	\$0.95	\$1.15	\$1.24	\$1.38	\$1.39	\$1.41	\$1.42	\$1.43	\$1.44	\$1.45	\$1.46	\$1.47	\$1.48	\$1.49	\$1.51	\$1.52
5	\$0.88	\$1.00	\$1.22	\$1.32	\$1.41	\$1.42	\$1.43	\$1.45	\$1.46	\$1.47	\$1.48	\$1.49	\$1.51	\$1.52	\$1.53	\$1.54	\$1.55

Part-Time Flexible Employees

4	\$0.85	\$0.98	\$1.19	\$1.29	\$1.43	\$1.45	\$1.46	\$1.47	\$1.48	\$1.49	\$1.50	\$1.52	\$1.53	\$1.54	\$1.55	\$1.56	\$1.57
5	\$0.91	\$1.04	\$1.27	\$1.37	\$1.46	\$1.48	\$1.49	\$1.50	\$1.51	\$1.53	\$1.54	\$1.55	\$1.56	\$1.58	\$1.59	\$1.60	\$1.61

NOTE: This schedule reflects 1.2% general increase effective 11/25/06 (PP 25-2006). Step AA is effective 2/3/07 (PP 4-2007).

GAINS 2

By: Kevin Tabarus

Branch President NY L&DC

We have all been subjected to change. This Union is getting ready to adapt to changes that we face today. Such changes will assist the Union in providing first class representation for the Mail Handler Craft. The Union is adapting to the "information age."

When I first became a shop steward, things were much different then they are today. Back then, all I got was a contract, a pad, and pencil. I was told, "Now go get 'em kid!". Now the Union has various training programs to keep us up to date. For example, Local 300 provides training for all new stewards on an annual basis.

There is a new grievance tracking system coming out called, GAINS2. This is a web based grievance tracking system. The NYL&DC Branch of Local 300 was one of the first branches selected to perform beta-testing of

the system. I am very grateful for the stewards at the NYL&DC Branch for providing their invaluable assistance and input.

The system features high levels of security. All stewards will be able to use this system. But, they will only be able to view their own grievances. The branch presidents will be able to view only cases within their own branch. The Local President will be to view all grievances in Local 300. The regional representatives will be able to view cases in the Northeast Region. In addition, the National Office will be able to check on every grievance, at anytime. If the National Office wants to check on what is going on in a particular branch, all they will have to do is log on to the system over the internet.

This system will let union representatives and stewards write grievances 'on the fly.' Documents and files can be scanned in and attached to the case file. These web based files can be kept and maintained on the secure server. In addition, various reports can be generated, such as which specific section of

the contract is continuously violated. Reports can be customized, generated, and sorted in REAL TIME as the data is entered.

The grievance information is entered into the fields on Internet Explorer or any other program that is used for the internet. After data is entered, GAINS2 can produce forms such as the standard grievance form used in the grievance procedure.

One of my own personal favorites for this system is that there is a field for "management representative that gave rise to the grievance." We'll be able to track who the problem managers are in the facility. This field is needed since on many occasions, the supervisor is not the one that caused the violation, it could be an MDO or other manager.

It has taken a long time to customize this system to the NPMHU grievance procedure. After we work the bugs out, the system will be rolled out all across Local 300.

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



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