



Local 300

Mail Handler News

National Postal Mail Handlers Union, AFL-CIO

Summer
2008

LOCAL 300 OFFICER ELECTION RESULTS



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(Local Election details on Pages 16 & 17)

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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.

I want to take this opportunity to thank all the members who recently voted in the recent Local 300 officer elections and the 2008 NPMHU Convention Delegate election. It is an honor and a privilege to represent Local 300 at the convention and to serve another 3 year term as your Local President.

SUBCONTRACTING/OUTSOURCING

The Postal Service's continuing efforts to subcontract mail handler work to low paid, non-union, private contractors is a major problem facing our Union. The Postal Service has proposed several subcontracting programs.

As I have previously reported, the Postal Service has already subcontracted the NJI & BMC's "093" (Iraq/Afghanistan) military mail operations. Local 300 filed grievances protesting this action and the grievances were appealed through the Grievance/Arbitration procedure. The case was heard in arbitration before Arbitrator Robert Tim Brown. Although the arbitrator ruled that the Postal Service had failed to follow the proper procedures in subcontracting the mail in question, he refused to rightfully return the work to career postal workers. However, Arbitrator Brown did award the Mail Handlers at the NJI & BMC a "substantial financial remedy." Local 300 representatives continue to meet with postal officials from the NY Metro Area to negotiate the monetary remedy. The case was heard before Arbitrator Brown on June 30 for his determination. We expect a decision in August.

The Postal Service at the NJI & BMC had also proposed to subcontract the remainder of the military mail. Local 300 representatives met with postal officials from the NY Metro Area, Northern NJ District and the NJI & BMC and submitted proposals through which the work could be continued to be performed "in-house."

Local 300's efforts proved successful. NY Metro Area Manager of Human Resources Alice Newman initially notified Local 300 in an August 6, 2007 letter that "...after due consideration, including input provided by the union...we have decided not to pursue subcontracting the 090-092,094-098 Military Mail Operation at the NJI&BMC." Shortly thereafter, the Postal Service, at the urging of NJI & BMC Plant Manager Frank Tulino, decided that there was not enough available space at the NJI & BMC in which to process the Military Mail. Local 300 representatives again met with postal officials from the NY Metro Area and Northern NJ District to discuss this matter. It was decided to move the Military Mail operations to the NJ L & DC at Kearny, NJ. The move was completed in February of 2008.

In March of 2008 postal officials notified Local 300 that it was once again considering subcontracting the Military Mail operation. Local 300 representatives again met with NY Metro Area postal officials to discuss their latest proposal. After several meetings and after much hard work, we were able to convince the USPS to keep this work In-House. While Local 300 is pleased with this result, we are well aware that the USPS can change their position on this issue at any time.

Newark AMC was not on the first list of Air Mail Facilities to be subcontracted. However, Local 300 has now been notified that the Postal Service now plans to close this facility. This is projected to be accomplished by the Spring of 2009. Local 300 will file all the necessary grievances on this matter. In all likelihood our grievance will be linked to the grievance pending at the national level concerning the closing of the other Air Mail Facilities. Local 300 has been working with other postal unions and elected officials (especially Representative Donald Payne (D-NJ), who represents parts of Newark) to pressure the Postal

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President's Report*(Continued from Page 3)*

Service to keep this work "In-House."

The USPS at the Headquarters level has submitted to Congress a revised Network Plan that, among many other things, contained a proposal to potentially subcontract some of the work (the processing of parcels) currently being performed at the Bulk Mail Centers. The Postal Service has begun formal implementation of Article 32 of the National Agreement and has issued a Request for Proposals (RFP) from interested private contractors in the near future. This is a national initiative and could affect BMCs across the country. NPMHU National President John Hegarty stated that "if the USPS were...to subcontract any of the BMC work currently being performed by mail handlers, we fully intend to pursue all of our negotiated rights under Article 32, and to fight vigorously for all mail handler jobs."

Local 300 and the NPMHU at the national level will continue to use all resources at our disposal to fight the unwarranted subcontracting proposals put forth by the Postal Service and to ensure that the rights of our members are protected.

AREA MAIL PROCESSING (AMP), REASSIGNMENTS & EXCESSINGS

The Postal Service continues to implement a nationwide program to consolidate certain mail processing operations among its

many mail processing facilities. The Postal Service has proposed to consolidate operations at over forty (40) installations across the country.

Unfortunately, those installations under Local 300's jurisdiction are not immune to these changes. The Postal Service has 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. Congressman Jose Serrano (D-NY) who represents parts of the Bronx has been extremely helpful in this regard and has successfully blocked the Postal Service from implementing this plan.

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.

TRAINING

Local 300 continues to implement its aggressive training programs. Local 300 has recently conducted successful "Casual in Lieu", "LMOU-Local Negotiations" and "Basic Shop Steward" training programs presented by National Shop Steward Trainer Sam D'Ambrosio and myself.

"FMLA" training is scheduled for 2009 after the implementation of the new Department of Labor regulations. New stewards will receive "Basic Shop Steward Training" in January or February of 2009 and new Arbitration Advocates will also be trained sometime during the next year.

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 continue to build up union funds to ensure that Local 300 will be able to continue to function while we face the problems that lie ahead.

RI 399

Local 300 NY State Executive Board Member Larry Hill is a member of the National NPMHU RI-399 Advocacy Team. RI 399 arbitration hearings are once again being scheduled in front of the new RI 399 arbitrators. Hearings are scheduled for Mid Hudson, Mid Island and DVD and for other installations within the jurisdiction of Local 300.

NATIONAL REASSESSMENT PROCESS/OWCP

The Postal Service has informed the National Postal Mail Handlers Union (NPMHU), both at the national and local levels, of its intentions to implement Phase

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Vice President's Report

By Robert "Bobby" Blum

My article in our last issue centered on **Political Action**. As you can see from the Local President's article in this newsletter, the successes we have had in stopping the Postal Service from implementing even further consolidation and outsourcing schemes was done using **Political Action**. Well nothing has changed from our last issue in fact **Political Action** is needed much more. We are appealing to you once again to vote in this November's elections for candidates who have demonstrated their concern for the interests of the Mail Handler Craft, Postal Workers, the Trade Union Movement and all working people. If our elected representatives are compiled with a majority of anti-worker representatives, the Postal Service will continue attempting to turn our **Service** into a for-profit only corporation as they are fully intending to do.

One fact that the Postal Service reports is true. The volume of mail has significantly gone down. We feel it everyday such as with the loss of overtime and constantly being moved from one assignment to another. The realization that mail volume has dramatically decreased, is what the Mail Handlers Union and the Postal Service agree on begins and ends. The Postal Service talks out of both sides of its mouth. They state that Bulk Mail Centers are operating well below capacity yet they remove mail from the NJI & BMC claiming they need room for more machinery. What sense does that make? Additionally, a Postal Service Spokesperson has stated that Bulk Centers are ideal assets in strategic locations." It has become crystal clear based upon the recently published *USPS Revised Network Plan* that the Postal Service hopes to outsource some of the BMC's sorting functions to private companies. We have in the past and will continue to vigorously resist outsourcing of our work. **Political Action** will play a significant role in this upcoming battle. In recent years The Postal Service tactics of reduction in the number of employees on the roles, consolidations and outsourcing has been a failure. With the constant improvement in productivity of the workforce reported by the Postal Service, they

should be attempting to secure more work from the competitors, not trying to give it away.

Very recently the Postal Service notified Local 300 that although previously there were significant number of Clerical and Custodial jobs for Clerks impacted by consolidations, Workforce Reviews (Function Four), declining volumes and automation to be placed in, that was no longer the case. The number of impacted Clerks now exceeds the number of positions available. Therefore management is intending to place affected Clerks into the Mail Handler Craft into residual Mail Handler vacancies. First within their own installation before excessing affected Clerks out of their installation.

On the legislative front since our last newsletter Congressman Steven Lynch (D-MA) has introduced a bill (H.R. 4236) which if passed in its original form would require the Postal Service to bargain each time it wants to contract out mail processing, mail handling or even surface transportation for any 12 month period, if the contract involves 50 or more work years of work that otherwise would be performed by career postal employees or cost the Postal Service \$5 million or more. The National Postal Mail Handlers Union supports the passing of this legislation. The Postal Service unsurprisingly is adamantly opposed. The prospects of this bill passing are not yet clear. I urge you to contact your congressional representative and request she or he supports this important bill. You may do so by logging on to www.local300npmhu.org.

As you may know Local 300 has been successful in defending the Mail Handler Craft against the Postal Service's violations of our collective bargaining agreement in regards to the use of casuals and we have received significant payments in settlement of many grievances. As Local President Hogrogian likes to put it, "casuals are like a narcotic to the Postal Service." These payments don't stop the Service for continuing to violate the National Agreement when it comes to the use of casuals. The Postal Service in certain facilities hires

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Treasurer's Report

By Kevin Tabarus

I would like to thank each and every one of you for participating in our Local's Election for Delegates to the NPMHU Convention and our Local 300 Officer Election. I am honored to represent you the members of Local 300 at the Convention and look forward to continuing to serve as Treasurer for Local 300.

Our membership is slowly decreasing, mainly due to attrition. From the chart below it can be seen that in several pay periods our membership declined due to retirements and separations. You can also see several increases due to new hires and transfers into the Mail Handler craft.

With membership in a slow but steady decline, the Local shall remain steadfast in the administration of cost cutting measures. Currently, **Local 300's assets have continued to increase and our expenses have continued to decrease.** We will still continue to explore other means to reduce our recurring monthly expenses. This Union must have the financial resources "in the bank" to be prepared to challenge adverse actions. By maintaining these

financial resources, we will be able to **fight back with all our might.** Management knows that Local 300 has the financial resources to go to arbitration when warranted. Maintaining the Local's financial situation is extremely important. Local 300 will never say, we do not have enough funds to arbitrate a grievance or to fight back against management's unilateral adverse actions.

Last year, our largest categorized disbursement was for **REPRESENTATIONAL ACTIVITIES.** This is represented in the pie chart for 2007 Disbursements. In 2007, over \$1.1 million dollars was spent on the costs of Arbitration, Legal Fees, Grievance Processing, etc.

We also have several training programs planned in the future. Local 300 is committed to these programs to provide better representation to the Mail Handler craft. Conducting these training programs is an expense that is, "money well spent."

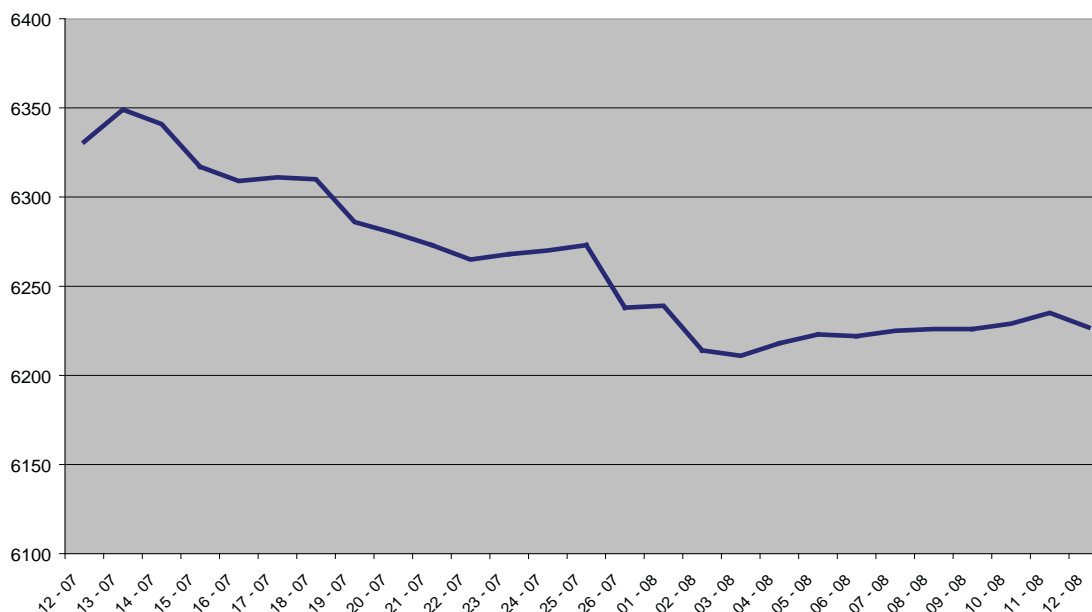
The status of Local 300's financial situation still continues to improve with each day. Numerous

changes have been made to improve on our current financial situation even more.

There has been a major review of the Local's recurring expenses. For example, the manner in which payroll was processed had been consolidated, telephone expenses have been lowered, the cost of internet access has been re-negotiated. This has saved the Local

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Local 300 Membership



Treasurer's Report*(Continued from Page 6)*

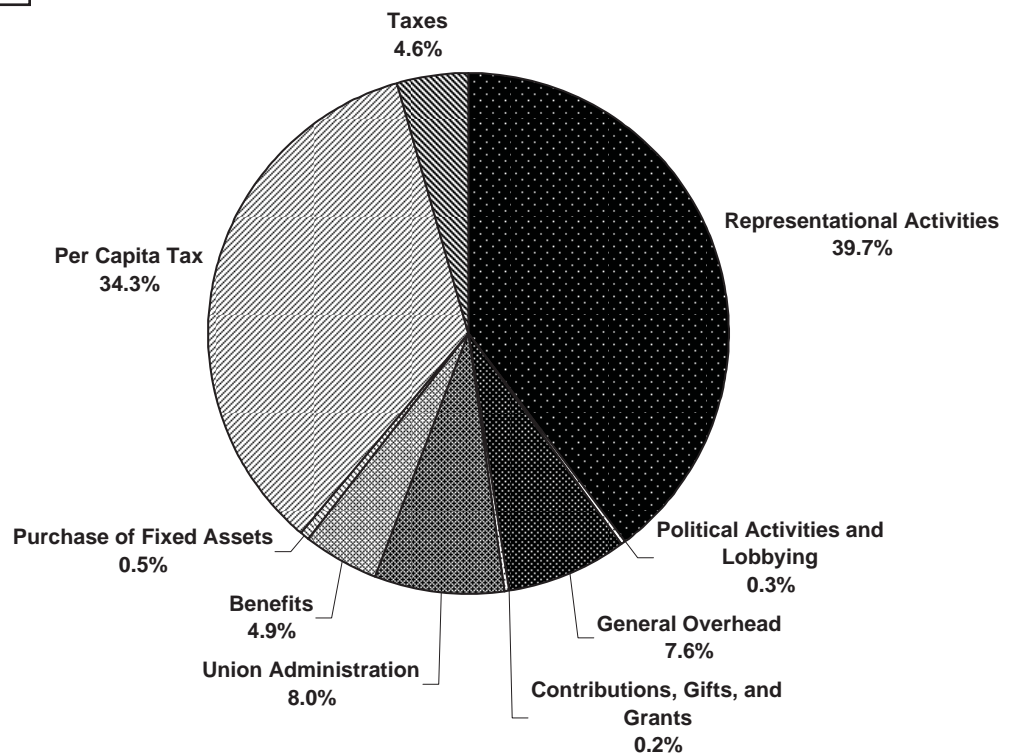
hundreds of dollars a year. With the current state of the nation's economy, the rates for expenses have increased. Therefore, we are constantly re-evaluating our expenses. We will continue to seek other means to reduce our expenses.

The filing system for the Local's key financial records has been organized and is now much more efficient. Now our records can be easily reviewed by any future auditors. All necessary forms and documents are ready for inspection from government agencies, upon request.

Other new systems and procedures have also been put in place. Steward salary & New Member Sign-Ups are being tracked to avoid accounting errors. Each request for reimbursement is being logged and recorded upon receipt. With these new methods in place, payroll and expense processing will be much more efficient and reduce unnecessary costs.

I have welcomed the challenge of being the editor and designer of this newsletter. Each issue of the newsletter has become more and more like a professional looking publication with each issue. The feedback we receive on the formatting and designing of this bi-annual publication has been extremely favorable. The value of this newsletter cannot be measured since it provides information to the membership of what is happening within the Local area. If you have any suggestions or input regarding the newsletter, please free to contact me at Local 300 headquarters.

One of my other assigned duties besides handling the finances, is to maintain Local 300's website (www.local300npmhu.org). The website has been

2007 Disbursements

able to provide the membership with updated information that affects the Mail Handler craft. The website redesign continues to show progress. It was redesigned less than a year ago, more updates and changes are planned to provide more useful information. The website re-design, formatting, and publishing have all being performed 'in house'. Keeping the design and publishing 'in house' avoids any additional reoccurring expenses from web design companies. If you ever have any suggestions, ideas, or suggested improvements, please don't hesitate to contact me at Local headquarters.

In closing, PLEASE don't forget to **VOTE in every ELECTION**, from the U.S. Presidential election to the PTA in your community. Also, be a **POLITICAL ACTIVIST**, contact Congress and let them know **you're a Mail Handler and you vote! DON'T FORGET TO SUPPORT THE PAC FUND.**

Remember there is a major election coming in November. Don't forget to exercise your right to vote. Organized Labor continues to vote more and more each year. Be sure to support candidates that support hard working families like you.



Our Day of Reckoning is Here

By Linda Yancey

Recording Secretary & Chair-Local 300 Women's Caucus

Economically these are important times. Every day provides new evidence of the economic difficulties we are facing. Rising food and energy prices, rent increases, the huge 50% increase in the national debt over the past seven years and the war in Iraq that is bleeding the country dry; all of this combined with a weakening economy are the talk of America.

People are feeling hard pressed and it is not a matter of their imaginations. In this inflation, our pay checks are not meeting the mark of basic living expenses. Our last tax cut was designed to stimulate the economy; but with the prospect of millions of Americans losing their homes; a household savings rate of zero; 40 million American uninsured, and millions more facing the prospect of unemployment; no one ever thought that America's problem would escalate to this magnitude. And if all of this is not hard enough, hard times are likely to get harder.

The imperative to deal with global warming means that even if we should navigate our way through these short-run problems, there are new ones ahead. In retrospect; not since World War II--has the economy been this close to dire straits. In this respect, (interestingly and very concerning to family households)--statistics show-- that in last 2 years women have entered the workforce approximately 30% more than men; and are unfortunately, finding the job market and the income

attached to it-- nothing more than slim pickings.

Today, women account for nearly half of all workers in the country. This is an important moment in time indeed; as that now; when America has again sent our family members off to war; women are again bearing the brunt of the economical and social disadvantages.

What is needed now is responses that will help the economy manage its way through the current crisis (hopefully a new U.S. President--has a plan to figure this out) but for now, we need to begin handling this new world; and this new economical nightfall. In this instance, we who are fortunate enough to still be working and insured (especially those of us who work in this postal environment) there has to be a new way of thinking. (More so now because for postal workers; we have hit the rocky turbulence of postal transformation).

We have to work like these jobs can't do without us. Work like this is the last opportunity to get the job done right; because what we have learned over the past 2 years is that; in our home-away-from-home, (meaning our postal environment), postal management is not playing around anymore. With new goals, hourly benchmarks, cost cutting measures, possible reduction in the regular workforce; outsourcing our work, excessing, facility consolidation; an aggressive upswing in discipline of sick leave

usage, and out and out violations of FMLA rights; this train is on the fast track for improving the business; (and management will be relentless in their pursuit of change) so we had better get on board and make an even stronger attempt to save our jobs and the amenities attached to them.

Changing times call for new ideas. Directly with the failing economy-- we must do everything in our power to be in a positive position (especially financially) when postal management places the final nail of change in place. This is why the Local 300 Women's Caucus has taken a direct approach in trying to change the mindset of our members, as that we have set our goals higher to meet the changing times in our lives both personally and work related. The Women's Caucus has consistently worked to develop the social consciousness not only for women, but for the membership as a whole. We have taken the necessary steps towards shaping the future of our union organization to meet the challenges that lay ahead.

Over the past three years, the Women's Caucus has pursued and supported an agenda that will encourage our members to connect to the importance of our Union base of operation and the powers of grassroots organization. Organizing in this manner strengthens our ties to our political, social, and economical arenas. The exchange of ideas and ideals is what brings

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Local 300 Branch Membership Meetings



On May 14, 2008 the NJI/BMC Branch of Local 300 held their general membership meeting. There were numerous issues addressed and discussed regarding the installation. There was also an open forum for the members.

On March 19, 2008 the members of the New York City Branch had their membership meeting. A detailed report was provided on the status of the installation, the Local area and more.



On April 26, 2008 the Stamford Branch of Local 300 held their general membership meeting at the Westport VFW. Many of the ongoing national and local issues as well as the grievance activity at the installation and other stations in the area. There was ample time for open discussion for member's issues to be addressed.

President's Report

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intentions to implement Phase 2 of its National Reassessment Process. The program is intended to develop work opportunities outside the Postal Service for employees who have sustained job-related illness or injury (IOD).

Phase 2 has been so far implemented in the Westchester, Northern NJ, Central NJ and Connecticut Districts. The NYC, Triboro and Long Island Districts will be implementing Phase II in the near future.

Local 300's efforts have been successful so far in keeping any 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 Mail Handler craft has been designated the primary craft for most (almost all) of the functions on the new automation being implemented by the Postal Service (APPS, ATH, AI, etc.). These jurisdictional designations have secured hundreds of positions for the Mail Handler craft.

The NPMHU has now turned its focus to the Flat Sequencing System (FSS). While the USPS has not yet made a craft designation determination for the FSS, the NPMHU is hopeful that the work in question will once again be awarded to the Mail Handler craft. Flat Sequencing Systems are scheduled to be installed in the NJI & BMC and Mid Island facilities in 2009.

2008 NPMHU NATIONAL CONVENTION

The 2008 NPMHU National Convention will be held August 11-16, 2008 in Orlando, Florida. Delegates to the convention will vote on amendments to the National and Uniform Local Union Constitutions and on various other resolutions. The delegates also nominate and vote on candidates for the National Executive Board (NEB), which includes the National President, the National Secretary-Treasurer and the 5 Regional Vice Presidents.

Local 300 will be represented at the Convention by 41 delegates (40 elected delegates and the Local President). Please see the related article in this issue for the delegate election results and the list of Local 300's delegates

I would like to take this opportunity to wish all Local 300 members and their families a happy and healthy summer.

Paul Hogrogian - Local 300 President

Improper Withholding of Bids

Arbitrator rules that management violated Article 12 in STAMFORD, CT.

In a recent decision, Arbitrator Garry Wooters ruled that management at Stamford P&DC violated article 12.5 when they withheld vacant bids for an unreasonable timeframe and without proper notice to the union. In the case that was presented by Local 300 Advocate Thomas Ruth, the arbitrator stated that management should have placed the PTF's in the vacant assignments rather than withhold them. Arbitrator Wooters gave a monetary award to each of the PTF's, but more important he put management on notice of the way the union shall be notified when they withhold vacant assignments under article 12.5. He also upheld the unions belief that the need to withhold bids must be done in a reasonable manner.

Thomas Ruth - CT State Executive Board Member

Vice President's Report

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and places on the roles Mail Handler casals and uses casals from other crafts in violation of the percentage allowed (12.5%) by facility. We are pursuing this violation energetically in the affected facilities. These grievances are supported by the Postal Service's own reports which they are required to provide us as well as witness statements from concerned Mail Handlers on the use of non-Mail Handler casals in our operations. We have been successful of late in receiving payment in settlement of grievances involving these "Casual Cap" violations by using the Postal Service's own documents against them. We monitor each facility under Local 300's jurisdiction every pay period.

In conjunction with the National Office Local President Hogrogian has put together a solid team to defend our craft in the RI399 jurisdictional dispute process. As Local 300's NYMA RI399 representative my role is to ensure that issues and grievances generated by Local 300 branches are discussed and properly appealed in accordance with RI399 procedures so that the APWU cannot invoke technical flaws in an attempt to prevent our cases from being heard as well as making sure Local 300 receives its fair share of hearing dates from the RI399 Regional Dispute Committee (RDRC). The NPMHU Regional Committee Representative Bob Broxton has worked hand in hand with the Local 300 team in securing the best possible outcome

for us. At the end of June a hearing was held in the Mid-Hudson Facility. Upcoming in September is a Mail Handler case from Brooklyn and following that Mid Island.

As you may be well aware of the Postal Service has embarked on a course to use every means possible whether improper or not in an attempt to deny Mail Handlers and other employees FMLA certification. Some tactics being used include denying FMLA protection for invoking privacy rights, denying FMLA protection for a one year period, using the same health care providers over and over again for second opinions and attempting to force employees to provide their medical records to second opinion doctors under threat of denial although compliance is voluntary. Local 300 has not let these and other Postal Services abuses go unchallenged. We have contacted the Department of Labor on these issues and requested full investigations, filed appropriate grievances and demanded accountability from higher level Postal Service management. Do not give up on a legitimate request for FMLA certification in the face of Postal Service tactics because that is exactly what they want you to do.

Another area where Postal Service supervision has gone beyond their authority is the inappropriate use of the *Deems Desirable Option* when employees call out. This



(l-r) Vice President Bobby Blum, NJ Senator Frank Lautenberg, Asst. NPMHU Legislative Director Bob Losi

includes placing a Mail Handler on *Deems Desirable* after only one absence or issuing a blanket management order to place all employees who call out on a particular day on *Deems Desirable*, as was recently attempted at the NNJ Metro facility in Teterboro. A blanket policy is in violation of the provisions of the ELM 513 and a request for documentation must be made on a case by case basis and may not be arbitrary, capricious or unreasonable. In the Teterboro scenario management published a document that stated in part that all employees who called out before, after or on a holiday will be placed on the *Deems Desirable List*. After receiving a stern protest letter from Local 300 President Hogrogian the Postal Service quickly backpedaled. If any Mail Handler believes that they have been improperly placed on *Deems Desirable* contact your branch union office immediately. _

In early June representatives of Local 300, Local 308 as well as representatives from the City and Rural Letter Carriers Unions met with the new USPS NYMA Vice

(Con't on Page 23)

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.

Recent Arbitration Decisions

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

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

1) Arbitrator Garry Wooters ruled that the USPS violated the National Agreement when it exceeded the 12.5% casual limit in Stamford Connecticut. The arbitrator awarded back pay. Connecticut State Executive Board Member Thomas Ruther represented Local 300.

2) Arbitrator Sherrie Rose Talmadge overturned a removal issued to a Brooklyn Mail Handler for attendance related infractions. The arbitrator cited mitigating circumstances and ruled that the employee made a good faith effort to submit documentation covering the absences. NY State Executive Board Member Lawrence Hill was Local 300's arbitration advocate.

3) Arbitrator Joseph Cannavo ruled that the USPS violated the National Agreement when it instituted a "Medical Justification for Light Duty Form." The arbitrator found that the Postal Service failed to follow the procedures in the Administrative Support Manual in developing a local form that effects wages, hours and other conditions of employment. Local 300 Arbitration Advocate Bernard Schramm represented Local 300.

4) Arbitrator Sarah Cannon Holden ruled that the Postal Service violated the National Agreement by not converting Part-Time Flexible Mail Handlers to Full-Time status. The arbitrator ruled that the Postal Service did not "maximize" the number of full-time positions at the Brooklyn P & DC. NY State Executive Board Member Lawrence Hill was Local 300's arbitration advocate.

5) Arbitrator Wooters ruled that the Postal Service violated the National Agreement when by failing "to maintain acceptable cooling and ventilation in the work area" at the Bronx STC. The arbitrator ordered the Postal Service to take "appropriate measures to maintain acceptable conditions in the work area." Bronx Branch President Andre Spence was Local 300's arbitration advocate.

6) Arbitrator Cannavo ruled that the Postal Service failed to prove that a grievance was not timely appealed to Step 3. The arbitrator, on the merits, then ruled that a Letter of Warning issued to a Brooklyn Shop Steward for "Failure to Follow Instructions/Disrespect to a Supervisor" was not for just cause. The arbitrator cited an incomplete investigation and an improper PDI. NY State Executive Board Member Lawrence Hill was Local 300's arbitration advocate.

7) Arbitrator Talmadge modified a Removal issued to a Teterboro Mail Handler for attendance related infractions. The arbitrator ruled

that the action was "excessive" and cited mitigating circumstances. Local 300 Arbitration Advocate Bernard Schramm represented Local 300.

8) Arbitrator Robert Tim Brown ruled that a 'Grievance was **not untimely** by Union's action or inaction in connection with the scheduling of a step 2 hearing." A hearing was to be scheduled on the merits of the case. Connecticut State Executive Board Member Tom Ruther represented Local 300.

9) Arbitrator Talmadge ruled that the Postal Service violated the National Agreement when it denied Administrative Leave to DVD Mail Handlers for the April 2007 "nor'easter." The arbitrator awarded a monetary remedy. DVD Branch President Ray Bermudez was Local 300's advocate.

10) Arbitrator Brown rescinded a Removal issued to an NJI & BMC Mail Handler for an alleged violation of a Last Chance Agreement. The arbitrator ruled that "Due to a manager's bad faith actions in unilaterally adding a requirement of drug/alcohol test subsequent to execution of a last chance agreement which had deleted such a requirement, Grievant's refusal to complete a fitness for duty examination was justified." The arbitrator awarded full back pay. NJ State Executive Board Member Charlie Price represented Local 300.

Recent Arbitration Decisions

11) Arbitrator Cannavo ruled that the Postal Service violated the National Agreement when it reverted 13 positions at the Brooklyn P & DC and backfilled them with casuals. The arbitrator ordered that the 13 positions be posted and awarded pay at the overtime rate. NY State Executive Board Member Lawrence Hill was Local 300's arbitration advocate.

12) Arbitrator Cannavo modified a removal issued to a NYC Mail Handler for attendance related infractions citing that "there was sufficient mitigation for the Postal Service to consider rather than imposing a Notice of Removal on the Grievant." NYC Branch President Wilfredo Delgado represented Local 300.

13) Arbitrator Wooters ruled that a "grievance involving the manner in which FMLA requests were processed is arbitrable." The arbitrator further ruled that the Postal Service "violated Article 19 when it failed to notify employees in writing of the deposition of the FMLA claims." NY State Executive Board Member Lawrence Hill was Local 300's arbitration advocate.

14) Arbitrator Wooters modified a Notice of Removal issued to a JFK Mail Handler for attendance related infractions. The arbitrator cited the fact that the Grievant did arrange her absences in advance even though she failed to provide the proper paper work in a timely fashion. The arbitrator ruled that "removal was too severe." JFK Branch President Stan Howard

advocated this arbitration for Local 300.

15) Arbitrator Garry Wooters ruled that a grievance was arbitrable even though the grievance was not filed until 15 days after the violation. The arbitrator ruled that the Postal Service had waived its right to challenge the timeliness of a grievance when it did not raise the issue in the Step 2 decision. Bronx Arbitration Advocate William Freeman was Local 300's advocate for this grievance.

16) Arbitrator Garry Wooters ruled that the Postal Service violated Article 8.8 of the National Agreement by not giving Brooklyn Light Duty Mail Handlers four hours of work or pay when scheduled to work. Local 300 Arbitration Advocate Bernard Schramm was Local 300's advocate for this grievance.

17) Arbitrator Amy Lynne Itzla, in an expedited award, rescinded a 21-Day Suspension, which had been unilaterally reduced from a Notice of Removal, issued to a Westchester Mail Handler for allegedly threatening a supervisor. Westchester Arbitration Advocate Andrew Piacente represented Local 300 in this arbitration.

18) Arbitrator Brenda Strashun, in an expedited award, modified a 7-Day Suspension issued to a Westchester for attendance related infractions to a Letter of Warning. The arbitrator ruled that the action was not progressive because there was no proof that a

Letter of Warning that was listed as a prior element was ever issued. Westchester Arbitration Advocate Andrew Piacente represented Local 300 in this arbitration.

19) Arbitrator Linda Chin, in expedited award, ruled that the Postal Service "violated the National Agreement when the Grievant failed to work overtime on her non-scheduled day." Brooklyn Arbitration Advocate Yvette Johnson advocated this arbitration for Local 300.

20) Arbitrator Jeannie Mongiello, in expedited award, rescinded an AWOL issued to a Bethpage Mail Handler. The Grievant was granted 8 hours of Sick Leave. Treasurer Kevin Tabarus represented Local 300 in this arbitration.

21) Arbitrator Itzla, in expedited award, ruled that the Postal Service violated the National Agreement by failing to allow a Brooklyn Mail Handler to work end-tour overtime. Brooklyn Arbitration Advocate Michael King advocated this arbitration for Local 300.

22) Arbitrator Strashun, in an expedited award, rescinded an Emergency Placement in a Non-Pay Status issued to a Brooklyn Mail Handler for allegedly threatening an MDO. Brooklyn Arbitration Advocate Yvette Johnson represented Local 300 in this arbitration.

Local 300 Convention Delegates

Local 300 will be represented at the 2008 NPMHU National Convention by 41 delegates
(40 elected delegates below and the Local President - Paul Hogrogian).

ROBERT "BOBBY" BLUM	748	GWENDOLYN ROBERTS	577
CHARLIE PRICE	692	TREVOR STUART	575
LARRY HILL	675	JEFF "JUSTICE" JAMES	575
LINDA YANCEY	667	MATT McDONALD	571
WILFREDO DELGADO	661	ANDRE SPENCE	569
GWENDOLYN GREEN	632	THOMAS RUTHER	568
THOMAS MULLAHEY	630	ROBERT LUSSOS	562
KEVIN TABARUS	626	STEPHEN CRAIG	562
MICHAEL "THE STRUGGLE" JACOBUS	619	JEROME ANDERSON	557
TOMMY REID	616	ANDREW PIACENTE	557
RAY BERMUDEZ	604	HERMAN TREVETHAN	556
PETER CHAN	604	CYNTHIA BROWN	555
YVETTE JOHNSON	600	CHARLES HANLEY	548
STEVE SCHIFF	592	JAMES SMOOT	547
DAWN LICATA	591	BRIAN ODUMS	546
AL LOMBARDI	590	STEVEN MEGARGEL	543
ELIZABETH SLOAN	587	ANTHONY YORK	540
JOSEPH PALAU	584	THOMAS HYNES	538
STAN HOWARD	579	DON UTZ	535
LUCY LOMBARDO	578	HUGH KAVANAGH	522

Below are the ALTERNATE DELEGATES to the 2008 NPMHU National Convention

LARRY ADAMS	293	KEVIN O'MALLEY	175
ANDREA "FROM THE BULK" HAYNES	273	FELIX FEEHAN	173
ROBERT "BOB" ANDERSON	240	LUIS REYES	171
WENDY MASON	233	RONALD McCONNELL	171
ANTHONY "TONY D" DeSTEFANO	225	SAMUEL KIM	170
JOSEPH CAPUTO	211	BOBBY KOONTZ	169
DAVID "FRITZ" IGLESIAS	206	STACEY MACKEY	153
JULIA MCFADDEN	198	DAVID BERNARD	146
JOSEPH COSTIGAN	194	JAMES PERKINS	138
JIMMY PHILLIPS	189	EDWARD MAKAR	123
GREG CHERICO	186		

*A photo shoot came to Local 300 to be used at the 2008 NPMHU National Convention.
See pages 17 & 18*

Local 300 Officer Election Results

Pursuant to Article 5 section 2C of the Uniform Local Constitution were unopposed and are hereby certified as duly elected to their respective positions.

Local Vice President- Robert Blum

Recording Secretary- Linda Yancey

Connecticut State Exec. Board Member- Thomas Ruther

New York State Exec. Board Member -Larry Hill

New Jersey Executive Board Member- Charles Price

Brooklyn Branch President- Yvette Johnson

DVD Branch President- Ray Bermudez

Carteret Branch President- Jerome Anderson

ISC/JFK Branch President -Stanley Howard

Mid Hudson Branch President- James Perkins

Mid Island Branch President- Robert Lussos

Monmouth Branch President-Robert Blum

Westchester Branch President -Steven Schiff

West Jersey Branch President – Brian Odums

The Election was administered by the American Arbitration Association (AAA) under the observation of the Judges of Election. Ballots were mailed to all members of Local 300. 2314 eligible ballots were counted.

Local President

Paul Hogrogian 1436

Edward Bratton 447

Blanks & Voids 42

Local Treasurer

Kevin Tabarus 1242

David "Fritz" Iglesias 609

Blanks & Voids 74

BRANCH PRESIDENTS

New York City

Wilfredo Delgado 203

Ronald McConnell 137

Blanks & Voids 1

NJI & BMC

Tom Mullahey 195

Andrea Haynes 132

Thomas Reid 63

Arthur Reddick 27

Greg Cherico 11

Steve Megargel 11

Flushing

Trevor Stuart 103

Linda Yancey 54

Bronx

Andre Spence 63

Raymond Nieves 22

Teterboro

Al Lombardi 66

Ricardo Gonzales 40

NJ L&DC

Eric Richard 39

Latina Crenshaw 33

James Smoot 27

Kilmer

Thomas Hynes 64

Viola Spruill 18

Angela Massey 11

Stamford

Gregory McArthur 41

Don Utz 39

Pritesh Desai 24

NY L&DC

George Cuff 148

Dawn Licata 33

Western Nassau

Gilbert Stevens 63

Peter Bilotta 20

Blanks & Voids 1

Newark

Bobby Koontz 21

Stephen Craig 18

Jeffrey "Justice" James 15

Convention Photo & Video Shoot

At the NJI/BMC Branch & the NYC Branch, filming and photos were taken to be used at the upcoming NPMHU National Convention in August. The members showed their solidarity with many smiles for the cameras. Members also shouted the Convention slogan, **"Mail Handlers, Right Here, Right Now!!!"**

Photos from the filming at the NJI/BMC Branch are below. For "behind the scenes look" at the filming at the NYC Branch see page 19.



Convention Photo & Video Shoot



USPS NEW REVISED NETWORK PLAN

By Kevin Tabarus - Treasurer

It's Not Your Mom & Pop's Post Office Anymore

Things are not the same as the old days when I started in 1987. Years from now we will all be explaining to our grandchildren how people used to actually "dial" numbers on a phone to make a call, (sometimes in a phone booth). We will also be telling them of when people used to write letters to each other and send Christmas Cards by mail (instead of e-mails).

In those 'old days' we used to cancel letters into the wee hours of the morning. Also, in the 'old days' we used to spend a lot less on the bare necessities such as milk or gasoline.

Now we work in a changed environment. Many people pay their bills online instead of mailing them first class. The country's terrible economy has caused a recession. The poor economy has factored into less mail. The public is not spending money and having their parcels mailed to their house. Less mail has affected us as a craft on whole. Overtime has dropped in all installations. But, we still see casuals being used in lieu of career Mail Handlers and the Union still files grievances over and over again. Supervisors and managers still fail to treat us with dignity and respect. Management has claimed that they are concerned, but we can see otherwise.

We all hope that the economy of this country will improve soon. The sooner it does, the sooner the mail volume will increase. Increased mail volume = OVERTIME.

In the immediate future there shall be more changes. The Postal Service has laid dormant for decades and now is trying to play catch-up with this technological age.

When I started 20 years ago, there were 31% more clerks than there are today. Now, the Postal Service has realized that there are too many clerks. Currently, management has plans to excess many clerks from

their installations. This is happening predominately in the North Jersey area in Associate Offices. We can expect this to affect other areas too. Many clerks have been on 'stand-by' operations in the larger processing facilities. These clerks on stand-by will probably end up being excessed too.

The Postal Service still wants to consolidate more operations and installations. Within the Local area, several operations (such as 010 operations) have been moved from smaller installations to other (larger) installations. The Postal Service has proposed to process mail from the Bronx to New York City at Morgan P&DC. That plan is still on hold.

The changes I have described above are not new. The same changes and effects are being felt nationwide. The downsizing, consolidation, attempts to subcontract, are spreading like a swarm of locusts, from the Deep South up to our local area.

The Postal Service has recently announced their **REVISED NETWORK PLAN**. The USPS is required by the new Postal Accountability and Enhancement Act of 2006, to submit their planned long-term changes to Congress. Some of their planned changes include the following elements...

1. **Closure of Redundant Air Mail Centers (AMCs)**
2. **Review the Mail Processing Network**
 - a. **Consolidate Mail Processing Plants**
 - b. **AMP Guidelines require USPS to:**
 - i. **Solicit Public Input**
 - ii. **Identify Employee Impacts**
 - iii. **Minimize Downgrade of First Class Mail Service Standards**
3. **Transformation of BMC Network**
 - a. **USPS is exploring the possibility of subcontracting**
 - i. **If should occur, reconfigure to future FSS Network**

(Continued on Page 21)

NEW REVISED NETWORK PLAN

(Continued from Page 20)

The new Flat Sorting System (FSS) machines will also cause major changes. Flat mail will be sorted into walk-sequence-order, (like the DPS letter mail) in several areas. This will have a major adverse affect on the Letter Carrier Craft and the Clerk Craft. The craft determination for this new equipment has not been determined yet. However, the functions performed on the FSS clearly resemble current Mail Handler duties (Flat Prep, Loading, Unloading). There are FSS machines scheduled to be installed at two locations within Local 300's jurisdiction; at NJI/BMC (Jersey City, NJ) and Mid Island P&DC (Melville, NY).

In the not to distant future, many of the "new Mail Handlers" will be from the other crafts (ex-Letter Carriers & Clerks). We can expect that there shall be limited new hires from the street.

The Postal Service's plans for the future road ahead are not quite as smooth as we would like them to be. We will oppose management when they attempt to subcontract out our work. Thankfully, you can be assured that Local 300 has the financial strength to aggressively protest management's changes when they violate our negotiated rights in the National Agreement.

Our Day of Reckoning is Here

By Linda Yancey (Con't from Page 8)

us together as a strong membership. With the successful distribution of our resources; the Information Guide, the Sister-2-Sister newsletters and our most comprehensive resource to date You-Tools; the Caucus has tried to bridge the gap from worker to union; and from worker to economical and social challenges. Our presence at conventions, political rallies, community forums and labor conferences has led to an opportunity that has helped this Local combat our struggles with postal management, and encourage our members to engage and believe in our social and political platforms. (This would be especially true for women; because for women, it's not just about equality; it's about our growth as well. In Local 300, women account for approximately 45% of our union membership).

And so my friends--as we

watch the country try to rebound from the economical freefall; our day of reckoning is here. We have to synchronize with the changing economy, and the changing attitude of our postal management. Let us remember how fortunate we are to have a union that persistently fight our battles; and as postal employees, how fortunate we are to have job security. It is true, times have changed; and changing times call for fresh ideas, and the successful execution of those ideas has now become even more of a top priority. The Women's Caucus realizes this fact, and charting our course for success of job, enrichment of mind and body, in these hard pressed social and economical times is what the Local 300 Women's Caucus is all about. So as we take this opportunity to reflect on the issues; let us not forget that with a little planning, union organization and member participation there is light at the end of the tunnel.

There's strength
in numbers...



...and
\$AVINGS,
too!

With Union Plus benefits, everyday savings are available to you and your family on dozens of products and services you already use.

These special deals are available only for union members and their families.

And when you use Union Plus programs, you know the **service** is as great as the savings. Plus, you're entitled to **special benefits just for union members**, such as layoff and strike protection when you're out of work.

Some union families could **save up to \$3,600 a year!** How much can you save? Just go to www.unionplus.org/savings and try the easy-to-use Savings Calculator for yourself. **When it comes to savings, there really is strength in numbers!**

www.unionplus.org/savings

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Working For
Working Families

New Steward TRAINING



On February 11th and 12th, Local 300 conducted an aggressive two day training seminar for new Local 300 stewards. The training was presented by the National Trainer Sam D'Ambrosio and Local 300 President Paul Hogrogian. The following stewards from all over Local 300 were in attendance; TETERBORO - Mark Chandler, Harold Walker, & Gary Dukich; NYL&DC - Theresa Fields; WESTERN NASSAU - Anthony Knight, Latasha Mathis, & Kristin McGarrity; NYC / MORGAN Kenneth James & Manuel Ortiz; BROOKLYN - Clifford Harrison, David Basch, John Kelly, Atika Muhammed, Qiana Jackson, & Anthony O'Brien; CARTERET - James Latorraca & Megan Ford; WESTCHESTER - Tracey Grooms; WEST JERSEY - Hester Kennedy & Lyn Botts; WESTPORT - Sergio Aguilar; NORWALK - Steven Kells; KILMER - John Greff; MID ISLAND - Carmen Leach. In addition, the following Local 300 Officers also participated in the program; Vice President Bobby Blum, Treasurer Kevin Tabarus, CTSEBM Tom Ruther, Recording Secretary Linda Yancey, and NYC Branch President Willie Delgado.

Flushing Branch Wins Commuter Award

The Flushing Branch of Local 300 won a NYC Commuter Award for their excellence in encouraging their members to "go green" and use mass transit.

Pictured (l-r) Shop Steward Jessie Lewis, Flushing Branch President Trevor Stuart, and Shop Steward Angel Mendez.



CURRENT PAY SCALE

The paychart below reflects our wages as a result of the COLA increase which was effective on March 15, 2008 (PP07/08). The next COLA increase is scheduled for September 2008. The COLA adjustment for September is based upon the changes in the Consumer Price Index (CPI) from January to July. **Obviously, the cost of living has increase dramatically since then. Early estimates for our September COLA are at over \$900. This next COLA (payable in September) could be a record breaking COLA adjustment.**

For more info on the COLA, see Article 9.3 of the National Agreement.

Mail Handlers (RSC M) Schedule					Full-Time Annual Basic Rates					Effective March 15, 2008 (PP 07-2008)				
Full-Time Regular - Level 4					Full-Time Regular - Level 5					Part-Time Regular and Flexible Employees				
Step	Yearly	Hourly	BiWeekly	Overtime	Step	Yearly	Hourly	BiWeekly	Overtime	Hourly Basic Rates		Level 4		
										(Part-Time Regulars)		(Part-Time Flexible)		
										Step	Hourly	Step	Hourly	
AA	29,496	14.18	1,134.46	21.27	AA	30,988	14.90	1,191.85	22.35	AA	14.18	AA	14.75	
A	33,735	16.22	1,297.50	24.33	A	35,229	16.94	1,354.96	25.41	A	16.22	A	16.87	
B	39,047	18.77	1,501.81	28.16	B	40,905	19.67	1,573.27	29.51	B	18.77	B	19.52	
C	41,558	19.98	1,598.38	29.97	C	43,486	20.91	1,672.54	31.37	C	19.98	C	20.78	
D	45,254	21.76	1,740.54	32.64	D	45,982	22.11	1,768.54	33.17	D	21.76	D	22.63	
E	45,551	21.90	1,751.96	32.85	E	46,304	22.26	1,780.92	33.39	E	21.90	E	22.78	
F	45,855	22.05	1,763.65	33.08	F	46,631	22.42	1,793.50	33.63	F	22.05	F	22.93	
G	46,150	22.19	1,775.00	33.29	G	46,947	22.57	1,805.65	33.86	G	22.19	G	23.08	
H	46,452	22.33	1,786.62	33.50	H	47,272	22.73	1,818.15	34.10	H	22.33	H	23.23	
I	46,751	22.48	1,798.12	33.72	I	47,598	22.88	1,830.69	34.32	I	22.48	I	23.38	
J	47,056	22.62	1,809.85	33.93	J	47,918	23.04	1,843.00	34.56	J	22.62	J	23.53	
K	47,352	22.77	1,821.23	34.16	K	48,240	23.19	1,855.38	34.79	K	22.77	K	23.68	
L	47,653	22.91	1,832.81	34.37	L	48,559	23.35	1,867.65	35.03	L	22.91	L	23.83	
M	47,953	23.05	1,844.35	34.58	M	48,886	23.50	1,880.23	35.25	M	23.05	M	23.98	
N	48,251	23.20	1,855.81	34.80	N	49,209	23.66	1,892.65	35.49	N	23.20	N	24.13	
O	48,550	23.34	1,867.31	35.01	O	49,529	23.81	1,904.96	35.72	O	23.34	O	24.28	
P	48,851	23.49	1,878.88	35.24	P	49,851	23.97	1,917.35	35.96	P	23.49	P	24.43	

Vice President's Report (Continued from Page 11)

President Steven J. Forte. At this meeting it was revealed that once again employees have shown improved productivity. Other topics addressed included dramatically decreased volume, Flat Sequencing System (FSS) deployment facilities and time table, withholding of residual vacancies for excessed Clerks and possible Voluntary Early Retirements (VERA). As this newsletter goes to press the United States Office of Personnel Management (OPM) has granted approval to the Postal Service to offer employees in Mail Handler, Clerk, supervisor of distribution and customer service positions

nationwide, voluntary early retirement from June 30, 2008 through June 30, 2009. Please go to www.local300npmhu.org, www.npmhu.org or bulletin boards for updates as they become available.

At the end of July the Local 300 Executive Board will hold its next quarterly meeting to which will include discussion of the issues mentioned above as well as Finances, Regular and Associate Membership, upcoming trainings for Local 300 representatives, Function Four Reviews of the Mail Handler complement in many stations, the upcoming National Convention in August, ERRP and legislative/ PAC events. The minutes from this meeting as well

as previous Executive Board and Local Union Council meetings are available on our website.

In closing, congratulations to the newly elected and re-elected Local 300 Officers. We thank the Officers who have served our Local and the membership these past three years. We wish the long serving Branch President of Brooklyn Tom Stanziale a happy, healthy and productive retirement. I wish to thank all the members who voted in the recently held Local 300 National Convention Delegate and Officer elections. It is an honor and a privilege to continue to serve as Vice President as well as represent Local 300 at the National Convention.

Labor Day Parade 2008

As an Affiliate of the New York City Central Labor Council, Local 300 is proud to announce our participation in the 2008 Labor Day Parade. This year's parade is scheduled for **Saturday, September 6, 2008** (The Saturday after Labor Day). We want you to join Local 300 and thousands of women and men belonging to Labor Unions in the NY Metropolitan Area and their Families as we march up Fifth Avenue.

This year we pay special tribute and say thanks to the brave men and women who have sacrificed so much in service to our country. The Honorary Grand Marshals are the Wounded Warrior Project.

The parade kicks off at 10:00 AM. Local 300 has secured a **scheduled march time of 10:30 AM**. Now more than ever a large turnout is important. As we get closer to the date additional information will be available by going to our website, Local300npmhu.org So **SAVE THE DATE, 9/6/08 and show your solidarity!!!** If you are intrested in



marching with your fellow members of Local 300, contact the Vice President Bobby Blum at Local headquarters.

Voluntary Early Retirement (VERA)

The USPS has formally been granted authority by OPM to offer a **VERA** to **certain postal employees** during the period from June 30, 2008 through June 30, 2009. The grant of this authority does not obligate the Postal Service to offer a VERA, but simply gives the Postal Service the authority to offer a VERA if, after discussions and negotiations with the affected postal unions, the Postal Service believes that a VERA would be helpful.

Check the Union Bulletin Board, www.npmhu.org, & www.local300npmhu.org for info as it develops.

National Scholarship Winners

We are please to annouce the Local 300 winners for the 2008 NPMHU National Arthur S. Vallone Scholarship Awards.

**ARIEL SAULNIER - Daughter of
Wayne Saulnier from Mid Hudson**
**STEPHANIE SERRANO - Daughter of
Napoleon Serrano from NYL&DC**

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