



Local 300

Mail Handler News

Summer
2009

National Postal Mail Handlers Union, AFL-CIO

Queens AMP

Newark AMC Closed

Staten Island AMP

Excessing

Work Schedule Changes

Job Abolishments

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Western Nassau AMP

NO BMC SUB-CONTRACTING !!!

BMC now NDC

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Layoffs ???

AGREEMENT

between

National Postal Mail Handlers Union,
AFL-CIO,
A Division of the Laborers'
International Union of North America

United States Postal Service

November 21, 2006-November 20, 2011

CONTRACT ENFORCEMENT

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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.

Tour Compression

In October New York Metro Area (NYMA) Vice President Steve Forte and other Senior Postal Managers met with representatives of Local 300 and the APWU to discuss the NYMA's plans to consolidate certain mail processing operations in installations throughout the Area. Management explained that mail volume was down between 11% and 12% from last year and that revenue was \$3.3 Billion under plan for Fiscal Year (FY) 2008. Their projections for FY 2009 were even worse. They are now projecting over a \$6.5 Billion NET loss for FY 2009. The failing economy is cited as the main reason for the sharp decline in mail volume and revenue. Management also reported that Postal Headquarters has mandated a nationwide reduction in work hours to compensate for the drop in mail volume and revenue.

Local management is now implementing their "tour compression" plans. While Tour 2 operations are the more likely to be reduced in most installations, other installations accomplished their goals in other ways. Each individual installation and their managers are implementing its own plan. Local 300 is ensuring that any and all "tour compression" plans are implemented consistent with the provisions of the National Agreement, specifically Article 12.

Area Mail Processing (AMP)

The NY Metro Area is also implementing plans to consolidate operations (primarily outgoing/cancellation operations) between installations. The NYMA previously consolidated outgoing operations at several installations. Monmouth operations were moved into Kilmer and Trenton, and Newark and West Jersey operations were moved into DVD. However due to our political action and working together with the other postal unions (APWU and NALC), we were able to stop (at least for now) the planned

consolidation of the Bronx incoming mail into Morgan. That plan is officially "off the table" and written notices were sent to the Unions. This is a major victory for Local 300 and the APWU. This shows what can be accomplished when we all work together. Special thanks to Bronx Congressman Jose Serrano (D-NY), who was instrumental in blocking this consolidation.

This does not mean that the USPS has given up their plans to consolidate operations from other installations within the NY Metro Area. Quite to the contrary, the Postal Service has begun to implement other Area Mail Processing (AMP) initiatives. These include taking the outgoing operations out of Queens and Staten Island and moving them into the Brooklyn P&DC. Their plans also include taking the outgoing operations out of Western Nassau and moving them into the Mid Island P&DC.

Staten Island to Brooklyn AMP

Local 300, along with community groups and the other postal unions (APWU and NALC), has vigorously opposed the Postal Service's plans to move the Staten Island outgoing operations into Brooklyn. The plan would result in the loss of 26 jobs (all crafts and non bargaining employees). Staten Island Chief Steward Vincent Sapone has spearheaded the opposition which has included meetings with elected officials from the national, state and city levels. Various media outlets also reported on this situation.

Local 300 participated in a press conference outside the Manor Road facility which included speeches from Senator Kirsten Gillibrand (D-NY) and Representative Michael McMahon (D-NY).

Local 300 also had a strong presence at the public hearing that the Postal Service held to discuss this consolidation.



Staten Island AMP Press Conference

Local 300 President Paul Hogrogian and Treasurer Kevin Tabarus attended this hearing along with Staten Island representatives Sapone and Steward Louis Ditore and many members from the Staten Island Branch. At this meeting Local 300 representatives pointed out how this plan, if implemented, would increase transportation costs and adversely affect service delivery standards. While the management stated that they had no intentions of closing the Staten Island plant, they would not rule out future consolidation plans involving the incoming mail.



Staten Island AMP Public Meeting

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President's Report (from Page 3)

While the Postal Service claims that they have not made a final decision on this plan, we believe that it is a foregone conclusion.

Queens to Brooklyn AMP

As a companion to its Staten Island to Brooklyn consolidation plans, the Triboro District announced the plan to move the Queens outgoing operations into Brooklyn. The plan, as announced, would result in the loss of 89 jobs (all crafts and nonbargaining employees) in the Flushing Branch. The Postal Service later amended these plans to include 116 hundred positions. Flushing Branch President Trevor Stuart organized our members and worked with the other postal unions and local elected officials to protest the Postal Service's plans. Local 300 also attended



Flushing AMP Public Meeting

and participated in the public hearing the Postal Service held to discuss the Queens consolidation. Local 300 Vice President Robert Blum and Treasurer Kevin Tabarus attended this hearing along with Branch President Stuart, Western Nassau Branch President Peter Bilotta, Staten Island Chief Steward Sapone and many of the Flushing stewards as well as an extremely large and vocal contingent of members of the Flushing Branch of Local 300. Once again Local 300 representatives pointed out the defects in management's plans.

Once again the Postal Service claims that they have not made a final decision on this plan. Once again, we believe that it is a foregone conclusion.

Western Nassau to Mid Island AMP

Local 300 also has vigorously opposed the Postal Service's plans to move the Western Nassau outgoing operations into Mid Island. The plan would result in the loss of 35 jobs. Western Nassau Branch President Peter Bilotta has led the

opposition to this initiative. Local 300 representatives (Hogrogian, Blum and Tabarus) met with Representative Carolyn McCarthy (D-NY) to enlist her help in this matter. Local 300 President Hogrogian, Vice Pres. Blum, Treasurer Tabarus, Staten Island Chief Steward Sapone attended the Western Nassau public hearing along with Branch President Bilotta and many



Western Nassau AMP Public Meeting

stewards and members from the Western Nassau Branch. Local 300 representatives once again voiced concerns about the plan pointing out how transportation costs would rise and service standards would suffer.

This was to be a public meeting, however it appeared that the public was not present due to lack of adequate notice. No public notices were posted in the 38 affected Post Offices to advise the public of a proposed change to the processing of their mail.

As in the other consolidation public hearings, the Postal Service claims that they have not made a final decision on this plan. As in the other consolidation plans, we believe that it is a foregone conclusion.

The Postal Service has yet to share with the postal unions any hard numbers to back up their bald assertions that they would save millions once their plans are implemented. Local 300 will continue to vigorously oppose these consolidation plans through all available avenues. Once again, Local 300 will ensure that the Postal Service complies with ALL provisions of the National Agreement, specifically Article 12, when implementing their ill conceived plans.

NJI & BMC / NATIONAL DISTRIBUTION CENTERS (NDCs)

In 2008 the USPS at the Headquarters level 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, trays

and sacks) being performed at the Bulk Mail Centers. The Postal Service began the formal implementation of Article 32 of the National Agreement and issued a Draft Request for Proposals (RFP) from interested private contractors. If implemented, this national initiative could have affected BMCs across the country. NPMHU representatives strenuously fought this proposal. We lobbied our representatives in Washington and worked with the APWU in opposing this proposed outsourcing of our work. A "BMC Task Force" was established at the National level with all NPMHU locals with jurisdiction over BMCs represented (Local President Hogrogian and NJIBMC Branch President Tom Mullahey represented Local 300). National President John Hegarty testified before Congress on our behalf. Members from the NJI & BMC and from throughout Local 300 engaged in a massive letter writing campaign to their congressional representatives to save the BMCs. Local 300 participated, along with the APWU, in a lunch time rally at the



Save the BMC - Rally 10/27/08

NJI & BMC protesting the Postal Service's planned subcontracting of the BMCs. Congressmen Donald Payne (D-NJ) and Albio Sires (D-NJ) and Jersey City Mayor Jeremiah Healy attended and spoke at the rally.

Our efforts have proven to be successful as the Postal Service has announced that it will not pursue the subcontracting of the BMC network "at this time." The USPS has instead decided to keep the work "in house" and reorganize its BMC and transportation networks.

Under the Postal Service's Network/BMC reorganization plan, Bulk Mail Centers (BMCs) will become Network Distribution Centers (NDCs). This network would also include the Surface Transfer Centers (STCs). Local 300 has jurisdiction over 2 STCs: NJ STC in Carteret and NY STC in the

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Bronx. The purpose of the Network plan is to ensure that all trucks are filled to the maximum capacity possible before being dispatched. Different classes of mail (Standard Mail/First Class Mail/Priority Mail) will be co-mingled in the trucks.

NDCs will have three different "Tiers" assigned to them. The plan is to have Tier 1 facilities only processing their own destinating mail and shipping all of their originating mail to the Tier 2 facility to be processed. The NJI & BMC (NJ NDC) has been designated the Tier 2 facility for the Northeast.

The Postal Service is currently testing this concept in the Northeast. The Tier 1 NDCs in the Northeast (Springfield and Philadelphia) have already begun to send their originating mail to the NJ NDC.

Since all classes of mail (except Express Mail) will be transported on the same trucks and on the same network, (the last truck must leave the NJ NDC by 6:30pm. Because of this the hours at the NJ NDC had to be changed. In order to accommodate the new transportation schedule, local management posted bids at the NJ NDC with start times of 4 AM for Tour 2 and 12:15 PM for Tour 3. Local Union Officials and the NJI & BMC stewards ensured that all dislocation and inconvenience to all affected Mail Handlers were kept to a minimum. NJI & BMC Branch President Tom Mullahey and NJI & BMC Steward Tom Reid oversaw the posting and awarding of these bids.

It is important to keep in mind that just last year the work currently being performed at the BMCs was in serious danger of being subcontracted. The Union was successful in keeping this work in-house and preserving these valuable postal jobs.

NJ SURFACE TRANSFER CENTER (STC)

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

Mail) on the same trucks and on the same network, the Postal Service wants to centralize these operations. While there has been no formal notification concerning the consolidation of the STCs into the NDCs, the Postal Service has been conducting feasibility studies of moving the operations from the NJ STC in Carteret into the NJBMC/NJNDC in Jersey City, NJ. If implemented, the Carteret STC would close and those Mail Handlers from the NJ STC would be involuntarily reassigned to other postal installations including the NJBMC/NJNDC.

The plans for the NY STC in the Bronx are less clear. All indications are that a consolidation of operations from the Bronx STC would be more problematic because of space and transportation concerns.

As soon as Local 300 receives more information concerning the future of the Carteret and Bronx STCs, it will be disseminated to the field.

NEWARK AMC

Newark AMC was not on the first list of Air Mail Facilities to be subcontracted and closed. However, the Postal Service has now implemented its plans to close this facility. This was accomplished on June 5, 2009. Local 300 has filed all the necessary grievances on this matter (Newark Steward Steven Craig has processed the grievances). The grievances are linked to the grievance pending at the national level concerning the closing of the other Air Mail Facilities. Local 300 had worked with other postal unions and elected officials (especially Representative Donald Payne (D-NJ), who represents parts of Newark) to pressure the Postal Service to keep this work "In-House." However, these efforts have not been successful.

The decreased volume of mail that has to be transported by plane (mail is now transported by truck as far west as Texas with plans to expand the distance to Salt Lake City), the limited number of commercial air carriers that still transport mail and the high cost of airport real estate has all made the Air Mail Centers non-attractive options for the Postal Service.

However, Local 300 has ensured that the dislocation and inconvenience to the affected Newark Mail Handlers have been kept to an absolute minimum. We were able to get the Postal Service to agree to offer a number of "landing spots" for the excessed Mail Handlers in nearby postal installations. Newark Mail Handlers were reassigned (with seniority) to the NJI & BMC, NJ L & DC and Kilmer P & DC. Newark Steward Steve Craig was instrumental in coordinating these reassignments.

ISC-JFK, NJ L&DC, NY L&DC, and Other Installations

I firmly believe that the Postal Service operates under the philosophy that they don't know what they are doing, but they are in a hurry to do it. The Postal Service routinely discusses various proposals that change on weekly, if not daily basis. The USPS has informally discussed moving certain operations in and out of the ISC-JFK, NJ L & DC and NY L & DC, as well as other installations. However there is nothing official to report.

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

Lay Offs

Management is still insisting that only if mail volume continues to decline well beyond their current projections, would layoffs even be considered. All employees hired before November 21, 2006 are protected under Article 6 of the National Agreement against involuntary lay offs. Postmaster General Potter once again recently commented that he was NOT considering any layoffs.

Training

Local 300 has continued to implement its aggressive training programs.

Steward Training for new stewards was held in February. National Shop Steward Trainer Sam D'Ambrosio and Local 300 President Hogrogian provided the training.

Local 300 also provided training for new Arbitration Advocates in February. Local 300 President Hogrogian and D'Ambrosio were the instructors for this training.

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President's Report (from Page 5)

Many of Local 300's more experienced arbitration advocates attended a seminar given by the Labor Arbitration Institute in December.

"FMLA" training is planned for late in 2009 and will deal with the implementation of the new Department of Labor regulations.

Plans are also underway for several other trainings to be conducted throughout the coming year, including training on the provisions of Article 12.

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

RI 399 arbitration hearings are once again being scheduled in front of new RI 399 arbitrators. Hearings are to be scheduled for Mid Hudson, Mid Island and DVD and for other installations within the jurisdiction of Local 300.

NATIONAL REASSESSMENT PROCESS-OWCP

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

Local 300's efforts have been successful so far in keeping 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.

FLAT SEQUENCING SYSTEM (FSS)

The Mail Handler craft has been designated the primary craft for most (almost all) of the functions on the new Flat Sequencing System (FSS). This craft designation determination for the FSS should result in the creation of additional Mail Handler positions. Flat Sequencing Systems are scheduled to be installed in the NJI & BMC and Mid Island facilities sometime in 2009. FSS bids (over 100 positions) will be posted for bid at the NJI & BMC in the near future.

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

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

Paul Hogrogian - President Local 300

Basic Shop Steward Training - Feb. 2009

Local 300 presented a Basic Shop Steward Training Program on February 10TH & 11TH 2009 given by National Shop Steward Trainer Sam D'Ambrosio and Local 300 President Paul Hogrogian.

The following stewards participated in the program:

1. Jan Jasmin - NY L&DC
2. Ian Regan - NY L&DC
3. Joseph Corio - Western Nassau
4. John Forza - Western Nassau
5. Rory Rosenfeld - Western Nassau
6. Jennifer McPherson - Western Nassau
7. Steven Morrow - Western Nassau
8. Barbara Small - NYC/Morgan
9. James Jones - NYC/Morgan
10. Thierno Diallo - NYC/Morgan
11. Cara Jackson - NYC/Morgan
12. Albert Grodger - NYC/Morgan
13. Robert Cowper - Kilmer
14. Ryan Smith - Mid Island
15. Eric Sunberg - Mid Island
16. Eric Richard - NJ L&DC
17. Ronald Martin - NJ L&DC
18. Wayne Yuen - Monmouth
19. Glen Montalvo - Bronx-Station
20. Brenton Clarke - Bronx-Station
21. James Campbell - Bronx
22. Margo Hyatt - Bronx
23. Osvaldo Rodriguez - DVD
24. Shawn Gordon - DVD



25. William Larson - DVD
26. Terrance Flynn - NJI & BMC
27. Connie Frazier - NJI & BMC
28. John Bujnowski - NJI & BMC
29. Louis Williams - NJI & BMC
30. Michael DiBartolomeo - AMC-JFK
31. Kwong Chau - Brooklyn
32. Madeline Fisher-Jordan - Brooklyn
33. Christine St. Hill - Brooklyn
34. Johnnie Edwards - Carteret
35. Greg McArthur - Stamford
36. Ronald Money - Stamford
37. Lisa Hammie - Stamford

38. Stephen Fletcher - Stamford
39. Latoya Davis - Newark
40. Denise Brown-Dillard - Newark
41. Joe A. Johnson - Newark
42. Stephen Dias - West Jersey

The following Local 300 officers also participated in the program: Vice President Robert Blum, Treasurer Kevin Tabarus, Recording Secretary Linda Yancey, CTSEBM Tom Ruther, NYC Branch President Willie Delgado, Newark Branch President Robert Koontz



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 failed to assign fixed rest days to unassigned regulars Mail Handlers in Brooklyn. The arbitrator awarded overtime pay. Former NY State Executive Board Member Larry Hill represented Local 300.

2) Arbitrator Sherrie Rose Talmadge modified a 30 Day suspension (previously unilaterally modified down from a removal) issued to a Mid Island Mail Handler for attendance related infractions. The arbitrator cited mitigating circumstances and the Grievant's 17 years of service with a clean disciplinary record. Partial back pay was awarded. Mid Island Branch President Robert Lussos was Local 300's arbitration advocate.

3) Arbitrator Thomas Fritsch ruled that the USPS violated the National Agreement and the LMOU when it ceased to include operation numbers on the bids in Western Nassau. The arbitrator ordered the Postal Service to reinstitute the past practice of placing operation numbers on Mail Handler job postings. Local 300 Treasurer Kevin Tabarus represented Local 300.

4) Arbitrator Sarah Cannon Holden modified a Removal issued to a NJ L & DC Mail Handler for alleged attendance related infractions. The arbitrator cited mitigating circumstances such as the fact that many of the absences were related to the birth of her child. NJ State Executive Board Member Charlie Price was Local 300's arbitration advocate.

5) Arbitrator Talmadge ruled that the Postal Service violated the National Agreement by allowing overloaded hampers to be used on an ongoing basis in Westchester. The

arbitrator stated that this constituted a safety hazard to Mail Handlers. The arbitrator ordered the Postal Service to return to using false bottoms in hampers to alleviate the overloading. NY State Executive Board Member Andrew Piacente was Local 300's arbitration advocate.

6) Arbitrator Talmadge ruled that the Postal Service failed to prove that a grievance was not timely filed. The arbitrator ruled that the Grievant filed a timely grievance within 14 days of learning that an Accident Report was included in her personnel file even though the accident occurred 4 years prior. NY State Executive Board Member Piacente was Local 300's arbitration advocate.

7) Arbitrator Joseph Cannavo rescinded a Removal issued to a Morgan Mail Handler for attendance related infractions. The arbitrator cited the fact the Grievant provided medical documentation covering all of the cited absences. The arbitrator awarded back pay. NYC Branch President Willie Delgado represented Local 300.

8) Arbitrator Cannavo modified a Removal issued to a Morgan Mail Handler for attendance related infractions. The arbitrator cited mitigating circumstances. NYC Branch President Willie Delgado represented Local 300.

9) Arbitrator Talmadge modified a removal issued to a Westchester Mail Handler for being gainfully employed as a musician while on sick leave. The arbitrator ruled that the penalty of discharge was punitive and not corrective. NY State Executive Board Member Piacente was Local 300's arbitration advocate.

10) Arbitrator Amy Lynne Itzla, in an expedited award, rescinded a Letter of Warning issued to a Westchester Mail Handler for alleged attendance related infractions. The arbitrator cited the fact that the Grievant justifiably believed that the absences were covered by the FMLA. NY State Executive Board Member Andrew Piacente represented Local 300 in this arbitration.

11) Arbitrator Brenda Strashun, in an expedited award, rescinded a Letter of Warning issued to a Westchester Mail Handler for attendance related infractions. The arbitrator cited mitigating circumstances. Andrew Piacente represented Local 300 in this arbitration.

12) Arbitrator Linda Chin, in expedited award, rescinded a Letter of Warning issued to a DVD Mail Handler for attendance related infractions. The arbitrator cited the fact that the number of absences was not excessive. DVD Branch President Ray Bermudez advocated this arbitration for Local 300.

13) Arbitrator Frank Giordano, in expedited award, modified a 14 Day Suspension issued to a Teterboro Mail Handler for improper language/comments to a Letter of Warning. Vice President Robert Blum represented Local 300 in this arbitration.

14) Arbitrator Chin, in expedited award, rescinded a Letter of Warning issued to a Brooklyn Mail Handler for alleged attendance related infractions. The arbitrator cited discrepancies in the 3971s and the fact that the Grievant was given untimely discussions. Brooklyn Arbitration Advocate Michael King advocated this arbitration for Local 300.

15) Arbitrator Strashun, in an expedited award, modified a Letter of Warning issued to a Westchester Mail Handler for attendance related infractions. Westchester Arbitration Advocate Andrew Piacente represented Local 300 in this arbitration.

16) Arbitrator Chin, in expedited award, modified a Letter of Warning issued to a NJI & BMC Mail Handler for Disrespect to a Postal Supervisor but rescinded the charge for attendance related infractions. The arbitrator cited the fact that the number of absences was not excessive. NJI & BMC Branch President Tom Mullahey advocated this arbitration for Local 300.

Paul Hogrogian
President Local 300 NPMHU



Vice President's Report

By Robert "Bobby" Blum

Our Legislative & Political Agenda

As in the past POLITICAL ACTION is in the forefront in the never ending struggle to protect our jobs and benefits from an Employer whose so called Business Plan consists of consolidations, closings, downsizing and reduced Service to the public we serve. In his article President Hogrogian has provided examples of what Local 300, as well as the rest of the nation, is going through. From my perspective very little effort has been made to grow the business. Amazingly the Business Plan is quite lacking in this regard. If you have been to any Post Office lately, I am sure you've experienced long lines due to reduced staffing. What a brilliant plan to serve the Public. You might think that they were doing it on purpose.

Since our last edition much has taken place. Our political efforts related to these clashes have not gone unnoticed. In a meeting with Representatives of Local 300 and other Postal Unions in early May, NYMA Vice President Forte pointed out Local 300's efforts and attendance at the Press Conference concerning the proposed Staten Island consolidation. At the recently held National Postal Forum, Postmaster General Potter discussed the realignment of the Postal Service Network and spoke of the difficulty of making these changes because of the political pressure. These remarks clearly indicate the significance of Political Action. If after reading about all that's going on and you still have some doubt the drastic changes the Postal Service wishes to do, consider this: in a report presented to the United States House of Representatives Subcommittee on Federal Workforce and the Postal Service of the Committee on Oversight and Government Reform, the United States Government Accountability Office (GAO), it was stressed that regardless of formidable resistance to closing and consolidating of facilities USPS senior management must streamline its mail processing and retail facilities.

In response to this, the NPMHU and Local

300 has developed a Legislative and Political Agenda. In addition to fighting closings and consolidations by soliciting elected officials and community support, our program calls for the passage of legislation that benefits Mail Handlers, other Postal Unions, the Labor Movement and working people as well as supporting incumbents and candidates who consistently support our goals. This effort, although continuous and never ending, reached a high point a few weeks ago with Local 300 Representatives traveling to Washington, DC to meet, discuss, and lobby New York Metro Area elected officials and their legislative staffs as part of the 2009 NPMHU Legislative Conference. The Local 300 team included Paul Hogrogian, Kevin Tabarus, Tom Ruther and myself. We met with many representatives and/or their



2009 NPMHU Legislative Conference

staff including: Sen. Frank Lautenberg, Sen. Kristen Gillibrand, Sen. Joseph Lieberman, Sen. Christopher Dodd, Rep. Carolyn McCarthy, Rep. Jose' Serrano, Rep. Donald Payne, Rep. Albio Sires, Rep. Edolphus Towns, Rep. Carolyn Maloney, Rep. Mike McMahon, Rep. Charles Rangel, Rep. Jim Himes, Rep. Christopher Murphy and Rep. Stephen Lynch.

Our Legislative/Political Agenda includes the following proposed legislation. It is essential we all get on board and become politically active.

HR22 - This bill which currently has over 300 co-sponsors in the House of Representatives and was introduced by members of both the Democrat and Republican Parties would significantly lessen the Postal Service's obligation by allowing the Postal Service to pay for their share of the annual costs of health care for current Retirees out of the Retiree Health Benefit Trust Fund which currently has well

over \$30 billion dollars in it. ***The Postal Service by law is required to pre-fund the costs of current and future Retirees into this fund. This costs the Postal Service over \$5 billion dollars a year.*** If this bill becomes law the Postal Service would still pre-fund the costs for future Retirees but pay for current Retirees from the moneys already in the Retiree Health Benefit Trust Fund. This would save the Postal Service approximately \$3 billion dollars a year for the next 8 years, if passed with its current language or approximately half of the projected Postal Service yearly debt. This legislation is not a bailout and will not cost taxpayers even one cent.

HR1686 - This legislation is commonly called the ***Mail Network Protection Act***. It would mandate that the Postal Service bargain with the NPMHU and other Postal Unions before contracting out any future Postal work costing at least \$5 million dollars. If during the course of bargaining the parties cannot agree then the Postal Service must engage in arbitration with the affected Unions. The idea that subcontracting automatically saves money is wrong! Furthermore, subcontracting by and large is performed by contractors whose work force is inefficient, less dedicated and the public's mail is much less secure.

HR1256/958 - HR 958 passed the House in April. This bill addresses the inequity between Civil Service Retirement System Employees (CSRS) and Federal Employees Retirement System (FERS) regarding ***credit for unused sick leave***. Under CSRS, employees receive service credit for unused sick leave towards their retirement whereas FERS employees receive none. This would afford FERS employees a similar benefit. If passed by both the House and the Senate, employees who retire on or after the date of the bill becoming law would be affected. HR 958 was included as part of another bill, HR1256 and sent to the Senate. The Senate version of the bill passed, but without the changes that

(Continued on Page 9)

Arbitration Advocate Training Branch Membership Meetings

Local 300 presented an Arbitration Advocate Training Program on March 4 & 5, 2009 which was given by National Shop Steward Trainer Sam D'Ambrosio and Local 300 President Paul Hogrogian.

The following representatives participated in the program:

- | | |
|--------------------------------|------------------------------------|
| 1. Theresa Mollica - Bronx | 10. Ron Money - Stamford |
| 2. Darrell Cooper - Bronx | 11. Jesse Lewis - Flushing |
| 3. Tracey Grooms - Westchester | 12. Angel Mendez - Flushing |
| 4. Junior Suarez - Westchester | 13. Dennis Weinheim - Mid Island |
| 5. Abby Jacob - Teterboro | 14. Ian Regan - NY L&DC |
| 6. Al Dipiazza - NYC | 15. Kevin Pollack - NY L&DC |
| 7. Charese Tevenal - NYC | 16. Greg McArthur - Stamford |
| 8. William Grant - Brooklyn | 17. Richard Fuller - Stamford |
| 9. David Dyll - Brooklyn | 18. Peter Bilotta - Western Nassau |



Flushing Branch - January 2009

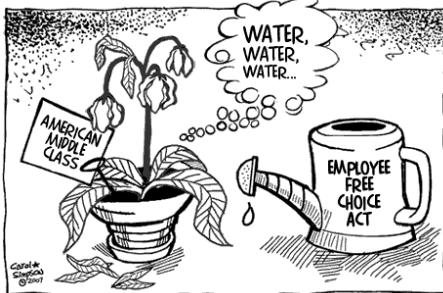


Mid Hudson Branch - May 2009

(Continued from Page 8)

would credit FERS employees for unused sick leave. The house version of HR1256 passed as part of HR 2990.

HR1409/S560 - These two bills one in the House and one in the Senate are better known as **The Employee Free Choice Act**.



This legislation would toughen penalties against employers that unlawfully intimidate workers who try to form or join Unions in their workplace. This bill would also allow employees to decide how to determine if they want to organize by either a ballot or majority card sign-up. A majority card sign-up provides a decision making process without employer manipulation or other employees for that matter. This legislation is embroiled in a very tough battle. Business organizations are in strong opposition and have garnered a war chest to spend on defeating this bill.

HR1604 - The object of this bill is to increase participation, enhance security and provide convenience to citizens by establishing the right to **Vote by Mail** in a Federal Election which includes Presidential, Senate or House of Representatives elections. Voting by Mail lessens the chances of polling place mistakes, long lines and equipment breakdowns. Voting by mail has already proven to be successful in some states and protects ballot security, while at the same time increasing revenue for the Postal Service.

DO NOT MAIL - State Legislation This legislation has been introduced in several states. It creates lists comparable to DO NOT CALL lists. It has the purpose of prohibiting Mailers from sending advertising to anyone who signs up. This legislation, if passed, obviously would be a disaster for the Postal Service. The income produced by these volumes accounts for a majority of the Postal Service revenue and that percentage increases yearly as first class volumes decrease. We stress to you in the strongest terms possible how dangerous these bills are!

HR1203/S491 - The purpose of these bills is to provide **Postal and Federal Retirees the ability to pay for Health Insurance**

with pretax dollars. Paying for Health Insurance with pretax dollars lowers the income tax a Retiree would have to pay because a Retiree's yearly taxable income would be reduced by the amount spent on Health Insurance. Currently Mail Handlers, other Postal employees and Federal employees still working enjoy this favorable tax status and this benefit should be extended to Retirees because as we get older we face more health issues and live on fixed incomes making the need even greater than while still employed.

Our agenda is aggressive and I hope you will agree that all these issues are worthy of your support and urge you to take action through our Legislative Activist Network. Protect your job and your future by donating to the PAC Fund, go to www.local300npmhu.org or www.npmhu.org to sign up. Don't hesitate to become a **Political Action Committee (PAC) Contributor and Legislative Activist.**



Enjoy your summer. Enjoy your families.
Bobby Blum
Vice President



Treasurer's Report

By Kevin Tabarus

2008 Financial Year End Report

Last year, our largest categorized disbursement was for REPRESENTATIONAL ACTIVITIES. This is represented in the pie chart for 2008 Disbursements. Over \$1.1 million dollars was spent on this category which includes the costs of; Arbitration, Legal Fees, Grievance Processing, Training Programs, etc. This was almost \$20,000 more than last year.

In 2008 several training programs were conducted. So far in 2009, Local 300 conducted the annual Basic Shop Steward Training, and Arbitration Advocate Training. In addition, several experienced advocates participated in an Advance Arbitration Advocate Program. There are more training programs planned for 2009. There are large expenses associated with these training programs. Local 300 is committed to these programs to provide better representation to the Mail Handler craft. Conducting these training programs is an expense that is, "money well spent."

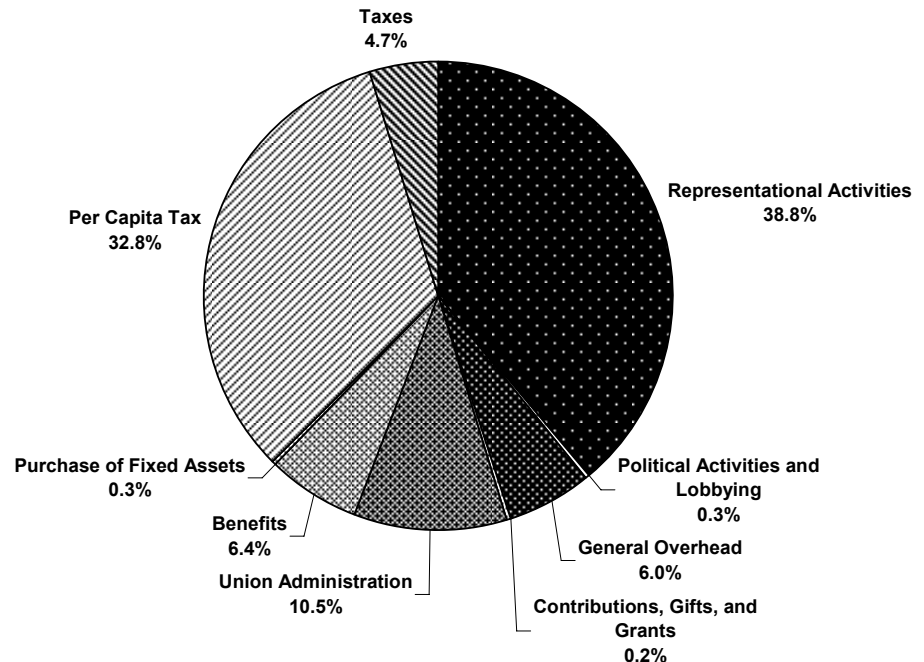
The status of Local 300's financial situation still continues to improve with each day. Numerous changes have been made to improve on our current financial situation even more.

Cost-cutting Comparative Analysis has been performed on several recurring expenses. Basically, Local 300 has been 'comparison shopping' for required services at the lowest cost. We do not sit back and settle for the status quo. By taking this aggressive approach, thousands of dollars have been saved. Therefore, we are constantly re-evaluating our expenses. We will continue to seek all other means to reduce our expenses.

Local 300 Membership Report

Since my last membership report in the summer of 2008, our number of regular members has decreased by over 200 members. This decrease is due mainly due to attrition. The VERA also had a large impact on the amount of members as well as the regular retirements and separations. This is despite gaining over 100 new members during this period. We have the ability to maintain our membership complement by being aggressive in signing up non-members. With no new hiring expected in the immediate future, the only new Mail Handlers will be ex-Clerks & ex-Letter Carriers. These 'new Mail Handlers' should be welcomed into Local 300 with a NPMHU Form 1187.

2008 Disbursements



AUTHORIZATION FOR DEDUCTION OF DUES UNITED STATES POSTAL SERVICE

I hereby assign to the National Postal Mail Handlers Union, AFL-CIO, a Division of the Laborers' International Union of North America, Local Union No. 300, from any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the Union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one (1) year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

SIGNATURE OF EMPLOYEE _____ DATE _____

NAME OF EMPLOYEE (PRINT, LAST NAME, FIRST, MIDDLE) _____ SOCIAL SECURITY NUMBER _____

HOME ADDRESS (STREET AND NUMBER) _____ (CITY AND STATE) _____ (ZIP CODE) _____

POSTAL INSTALLATION _____ INSTALLATION FINANCE NUMBER _____

FOR USE BY LOCAL UNION OFFICIAL

NATIONAL POSTAL MAIL HANDLERS UNION, AFL-CIO, A DIVISION OF THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO, LOCAL UNION NO. _____ LOCAL UNION FINANCE NUMBER _____

I hereby certify that the regular dues of this Local Union for the above named member are currently established at \$ _____ per pay period.

SIGNATURE AND TITLE OF AUTHORIZED UNION OFFICIAL _____ DATE _____

FOR USE BY EMPLOYER REPRESENTATIVE

DATE OF DELIVERY TO EMPLOYER _____

SIGNATURE AND TITLE OF EMPLOYER REPRESENTATIVE _____

Union membership dues and agency fees are not deductible as charitable contributions for Federal income tax purposes. Dues and agency fees, however, may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

Form 1187

(Continued from Page 10)

Local 300 will pay for new members signed up in the Union. Any eligible regular member that signs up a new member into the union will receive a RECRUITMENT REBATE of twenty dollars! So look around, you know who the non-members are that you work with. Tell them to stop being a free-rider and join the NPMHU today.

With membership in a slow but steady decline, the Local shall remain steadfast in the administration of cost cutting measures. 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. 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.

Local 300 Newsletter Editor

Each issue of the newsletter has improved more than the previous issue. This newsletter provides invaluable 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.

Local 300 Website

One of my other assigned duties is to maintain Local 300's website (www.local300npmhu.org). The layout of the website has recently been modified. Now when browsing through the site, the pages should load quicker.

The website is an effective tool to provide the membership with updated information as it develops. The website re-design, formatting, and publishing have all been performed 'in house'. Many other local Unions have outsourced the design and upkeep of their webpage. Local 300 is keeping the design and publishing 'in house'. This 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.

Closing

There are three (3) Area Mail Processing (AMP) studies that are being performed right now within Local 300. I have attended all of the Public Meetings for each AMP (Staten Island, Flushing, and Western Nassau). This is a perfect example



for our membership to be politically active. Congress is a key ingredient to stop these AMPs. Congressman Serrano stopped the proposed AMP for Bronx. Every member should be writing to their elected representatives on Capitol Hill. Let them know who you are and that you are a registered voter. It is imperative that,

We keep the "service" in the Postal Service.

I also ask that you consider helping yourself by joining the Political Action Committee (PAC) for the NPMHU. Instructions on how to join are in this newsletter. If you need help joining the PAC, please feel free to contact me at Local 300 headquarters. Due to federal regulations, we cannot use Union funds (dues money) for the PAC. The NPMHU PAC is funded solely from voluntary donations. These funds are disbursed to labor friendly candidates (Democrats, Republicans, Independents, etc.) to be used for their election campaigns. We need to keep labor friendly candidates on Capitol Hill.

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

As you can tell, these are the worst of times not only for the Postal Service, but also the entire nation. We all must stick together maintaining our unity, democracy and strength.

I wish all of you a happy and healthy summer.

Kevin Tabarus
Local 300 Treasurer





Can The Postal Service Cut Its Way to Success?

By Linda Yancey

Recording Secretary & Chair-Local 300 Women's Caucus

It should come as no surprise to anyone that the tough economic crisis is affecting all sectors of economy and it is no different for the Postal Service. Through the years, the Postal Service has withstood challenges from the telegraph and telephone. It has adapted to stagecoaches, railroads, airplanes and other innovations that quickened the pace of American life. If the troubles of the Postal Service somehow escaped the public eye, in recent months, the Service has certainly come to the forefront. And in the words of Post Master General Potter, "If we do not do something fast the Postal Service will face a range of modern problems that could cause it to run out of cash this year or early next. Potter says the postal service is broke; and the economic crisis along with a decrease in mail volume is at a catastrophic point. "The last thing we want to do..." says Potter, as he sat before a Congressional Senate Committee on Government Affairs, "...is not be able to make payroll and provide service to the American people." Facing the increasing decline in mail volume, Potter painted a bleak picture of the Postal Services current situation and laid the case in unprecedented measures; that it may be necessary for the Postal Service to completely restructure. This would include and not limited to, how payments are made to retirees, health benefit fund, consolidating facilities, and possibly eliminating a day from the current six-day delivery system. As these may be pretty remarkable statements from Potter, nonetheless what we have witnessed in the last several months of postal restructuring can be called nothing other than chaos. The economic crisis has made it agonizing for businesses; but Potter and other can't keep blaming the economic crisis alone. In hindsight the Postal Service can bare some of the blame for the financial mess they are in now. The Postal Service knew (at least for the last 10 years) they could face a financial mess and may have to restructure. Like anyone who watches a household budget, they probably should have done some belt-

tightening a long time ago. They had all the numbers and all the stats regarding mail volume, staffing and spending; but the red flags were ignored. So today, hindsight is damned; now they want to get serious about the business; and this has the Service in panic mode. The dramatic upswing in tour compressions, facility consolidations, outsourcing our jobs, and reducing services; the way I and many of my colleagues see it; this rush to "just do something" could crack the infrastructure of the Service. For instance, say if they did cut six-day service with at least five federal holidays falling on Mondays; that would be several instances of three day periods with no mail delivery, thus creating an intense surge in mail volume each time. Also, it is important to note, that people who rely on mail for vital prescriptions medicines and other lifesaving amenities; would face a particular hardship. This may drive most customers to find other ways to have medicines delivered. So what is the logic behind all of this? Well, to hear them tell it, *"It will save gas, electricity, leasing expenses, overtime hours, etc."* But many employees see all of this as just another quick fix plan of action to something that requires much more thought and way more planning. So now, the question remain after all of this compression of tours/facilities, and service cuts; and buying faster and more expensive technology will the demand for our shipping and mailing services be renewed; or will the banks, the credit card companies, and the financial institutions, use the Internet more, as a means to communicate with their customers. And, if they don't come back; the Postal Service may have to seriously consider more drastic cost-cutting ideas. A friend of mine once said, *"This business is just too big to go too fast"*. He is absolutely correct. Without a well-thought out plan this rush to just do something may very well be our demise. Many of my colleagues and myself, feel that you can't cut your way to success. Today, there haven't been any layoffs yet, but through the trimming, (mostly through attrition) the Postal Service has

cut the equivalent of more than 20,000 jobs nationwide over the past several years; far short of what they are aiming for. Another big challenge for the Postal Service is convincing the employees that all of these changes will work for one; and two, will the end result have any personal gains or benefits to the employees. For instance, for being a good sport through all of this, will management bargain in good faith come Contract negotiations. The Mail Handlers Union has done their part in helping the Service reduce cost. We've entered into agreements to resolve conflicts at the lowest levels; entered into programs such as the Ergonomics Risks Reductions Programs, and Voluntary Protections Programs, which have become a major component in reducing injuries; and Quality of Working Life Programs, which help resolve workplace problems. All of these programs have helped the Postal Service save millions. But what have our members gotten in return? Aggressive work rules, violations of FMLA privileges, and unreasonable disciplinary actions. These issues will definitely have to be addressed if management wants the employees to think positive about these changes. It is unfortunate that we have a long legacy of "us" doing the right thing and "them" going about things the wrong way.

It is times like this that makes every one crazy. Which can Make good people do and say some pretty bad things. And those that were once friends before all of this; find themselves at odds with each other; just because one thing or another effected them and not the other person. While this is a normal reaction to change; we can not allow our spirit to be broken. Every one of us is hurting, and will be affected by the changes. The Postal Service is evolving. Into what, no one knows. But, don't be so frustrated that you start blaming the Union. The Union is not the blame for what's gong on here. In fact, the Union has flexed more political muscle than anyone on your behalf. We've upheld the

(Con't on Page 13)

Women's History Month Lunch



On March 27, 2009 a special Women's History Month Lunch was given at the NJI&BMC.

Local 300 National NPMHU Scholarship Winners

Congratulations to our 2009 NPMHU Arthur S. Vallone National Scholarship Winners.

Janet Tam

Daughter of Siu Tam NJ L&DC Branch

Krishna Shah

Daughter of Alka Shah NJI/BMC Branch

(Continued from Page 12)

contract, filed grievances against bid abolishment's, reversions, and improper posting of bid assignments, as well as Article 12 violations (excessing). Remember your Union dues are used to help in these areas. Also, there is new automation coming online. The Union is the only bargaining agent that can ensure that the assignments are designated accordingly. We are still a force to be reckoned with; we need your support.

Let me personally say, that even through all of the recent chaos, employees are still willing to perform their duties. If there is any comfort that we can take from all of this, know that **you the workers** are the ones who has made the Postal Service

a success. You are the best workforce this Postal Service has ever assembled. Know that every day you came to work you gave your best through any challenge laid before you. We realize that we in this sector of the business are fortunate to have these jobs during these tough economical times. Nonetheless, what we are concerned about is how we survive as a Union; worried about our members and our future. The Union will not just be sitting on the sidelines. We plan to be at every round table discussion with a suggestion in hand. So, saddle up brothers and sisters it's going to be a very challenging year.

Linda Yancey
Recording Secretary

Carteret Branch Meeting April 2009



Brooklyn Branch Meeting - June 2009



Teterboro Branch Meeting - December 2008

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NPMHU POLITICAL ACTION COMMITTEE (PAC)

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

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

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

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

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

You Can Be a NPMHU POLITICAL ACTIVIST

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

NOTICE CONCERNING PAC CONTRIBUTIONS...

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

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

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

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

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

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

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

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

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

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

- Your ROUTING TRANSIT NUMBER is:

054001220

- Your ACCOUNT # will be:

11260001 ____ - ____ - ____

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

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

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

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

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

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

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

Name _____ VISA _____ MasterCard _____ Expiration Date: _____

Address _____ Acct. # _____

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

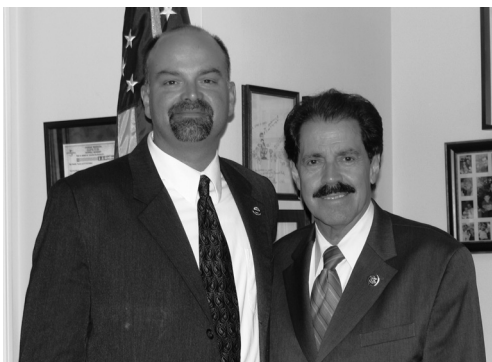
MAIL TO: Mail Handlers PAC
P.O. Box 65171
Washington, DC 20035

Signature: _____

FAX AUTHORIZATION TO: 202.785.9860

2009 NPMHU Legislative Conference

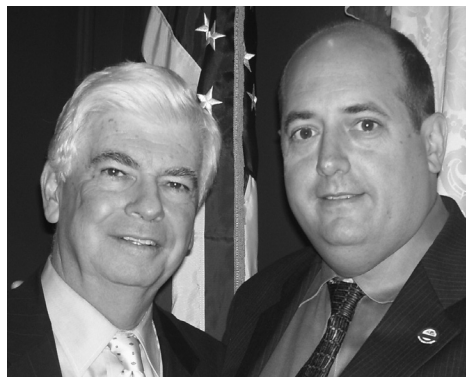
In May of 2009, the NPMHU held their bi-annual Legislative Conference. Local 300 was represented by President - Paul Hogrogian, Vice President - Bobby Blum, Treasurer - Kevin Tabarus, and CTSEBM Thomas Ruther. Important Mail Handler Political Issues were presented to your Congressional Representatives on Capitol Hill.



Kevin Tabarus - Treasurer & Cong. Serrano (NY)



*Paul Hogrogian - President, Cong. Moloney (NY), Cong. Mike McMahon (NY)
Bobby Blum - Vice President*



Senator Dodd (CT) Tom Ruther - CTSEBM



*Pictured at left (l-r):
Kevin Tabarus -
Treasurer, John
Macey - Pres.
Local 308, Senator
Lautenberg (NJ),
Paul Hogrogian -
Local 300 President,
Bobby Blum - Vice
President*



*Paul Hogrogian - President, Cong. Sires (NJ),
Ray Sokolowski NPMHU NER Director, &
Tom Ruther - CTSEBM*



*Above: Kevin Tabarus - Treasurer, Cong. McCarthy (NY),
Paul Hogrogian - President, & Bobby Blum - Vice President*



*Pictured above:
Tom Ruther - CTSEBM &
Cong. Himes (CT)*



*Pictured at left (l-r):
Tom Ruther - CTSEBM,
John Hegarty - NPMHU
President,
Paul Hogrogian - Local
300 President,
Cong. Payne (NJ),
Bobby Blum - Vice
Pres., Kevin Tabarus -
Treasurer, Bruce Miller,
Local 310 President.*



New York State Report

By Andy Piacente

New York State Executive Board Member

I just figured I'd write a little something as a way of introducing myself as your New York State Executive Board Member. My name is Andrew Piacente (Andy). I have worked for the Postal Service since 1977.

When I started, there were 144 Mail Handlers working in the Westchester Branch in Mt. Vernon, NY. I remember because I was number 144. We have since moved to White Plains, NY. At that time, the Culling Area where I worked, had half of the crew consist of clerks and half Mail Handler. When I talked to some Stewards about this, I found out that Local 300 had only had a presence in our building for just a few years. Mail Handlers were represented by the APWU. I found out that I came in at the beginning of what was to be a formidable presence and no nonsense growth of our branch within Local 300 that we have today.

I became a Shop Steward a while later Administrative Vice President (that's what Branch Presidents were called in those days) and immediately set out to build upon what Union pioneers like Fred Fries, Bob Dorsey, Bob Galazin, and Al

Anderson set the foundation for – growth and respect for The Mail Handlers Union. I was Branch President for about 21 years. When I started, management wouldn't even invite us to Labor/Management meetings. A few years later, I boycotted them, then I had them begging me to come. When I did go, I never took a cup of coffee or so much as a donut that they offered. I can buy my own.

Anyway, dozens of grievances on clerks performing Mail Handler duties were filed and with the help of then Regional Director Vic Magrino, then President George Baker, past NYS Rep., Juan Gonzalez, the hiring began. We started climbing, 150 Mail Handlers, 175, 200, 225, you get the idea. The growth continued under President Larry Adams and VP Paul Hogrogian. At one point we were up to 415 Mail Handlers. Every Mail Handler hired from the early 1980's was hired thanks to the hard work and hundreds of grievances we filed here in the late 1970's, early 1980's right through the 1990's The Hogrogian/Blum team were right there whenever I needed them.

This growth continued under the new leadership of President Hogrogian and Bobby Blum. The group we have now, consisting of Hogrogian, Blum, Tabarus, Ruther, Price, and Yancey are the most talented group I have worked with in 30 years. And Larry Hill. I can only hope and pray that I could fill the shoes of a man who is one of the most knowledgeable Union minds I have ever met. They have given me this opportunity to serve once again in addition to shop steward and arbitration advocate. I feel my experience will help our brother and sister Mail Handlers in the unprecedented times of turmoil in the Postal Service. We're all going through the wringer. Mail Handlers, Clerks, Carriers, and yes even management personnel are feeling it this time. It's good to know we have some of the best Union minds protecting our rights. Don't lose 'em. We need the best right now, more than ever. I hope you all feel somewhat the same about me as I will try to earn your trust and respect in the near future which as the slogan of our last convention stated is...

"Right Here Right Now!"

...Andy Piacente NYSEBM

"The New" New York State Executive Board Member

After many years of service to this Labor Union, Larry Hill - New York State Executive Board Member, has retired. Larry Hill was also elected as delegate several times to both the NPMHU & LIUNA Conventions. This *'humble servant of the people'* will surely be missed. We all wish him all the best for his retirement.

Due to the vacancy of Larry Hill, the Executive Board appointed Andy Piacente to serve the remainder of the unexpired term of office as the new Local 300 New York State Executive Board Member.

Article IV, section 4 of the Uniform Local Union Constitution (ULUC) states:

"In the event of a vacancy in any office of this Local Union, the vacancy...shall be filled by a majority vote of the Local Union Executive Board. Such vacancies shall be filled only for the unexpired term of office."

Andy has been a Mail Handler and Union member since 1977. He first became a Steward in 1979. He has held various positions and performed numerous functions in the Union during his career. He served as the AVP/Branch President of the Westchester Branch from 1981 through 2002. Andy also served as a delegate to the 2000, 2004 and 2008 NPMHU Conventions. He is currently serving as a steward and arbitration advocate in Westchester.



We are certain that Andy's knowledge and experience will prove a tremendous asset in his new position. Andy was sworn into his new position at the Westchester Branch Meeting on May 30, 2009 by Local 300 President Paul Hogrogian.





New Jersey State Report

By Charlie Price

New York State Executive Board Member

AROUND THE STATE:

Throughout the state and across the country the Postal Service continues to make drastic changes during these difficult times. We hear all the time about facility consolidations, closings and excessing. In the larger facilities many of us have experienced tour eliminations, changes in start times, the realignment of mail and changes in the way we process the mail due to automation. The Central Jersey District has closed. All Offices under the Central Jersey District were absorbed by the Northern and Southern Districts.

In the Associate Offices the attacks on Mail Handler have increased as management tries to find work for the Clerk craft. The Clerks out-number the Mail Handlers five to one in most associate offices. Management's major issue in associate offices is there's little or no work left for the clerks to do. Many clerks in these offices who were identified for excess have elected to become carriers or mail handlers. District Managers have instructed all the Postmasters and OIC's that no M/H is to work overtime. To meet these goals management utilized clerks to cover mail handlers during rest days or when on leave. The Union has filed grievances protesting management's deliberate actions which violate our Collective Bargaining Agreement.

Management is now reverting the vacant Mail Handler positions created by retirements and transfers. Local 300 has argued and filed grievances protesting these reversions. Management's decision to revert is not due to lack of work for the mail handlers. These reversions are use by management in an attempt to find work for the clerks. There are some offices which have eliminated PTF positions when vacated and again are using that opportunity to provide work for the Clerks. Local 300 continue to filed grievances. Grievances throughout the state on discipline have risen in the last year due to all of the associate offices coming on line with ERMS. The ERMS flags the supervisor

for action when an employee has a number of unscheduled absences in a quarter. Therefore, employee's are being ran up the ladder of discipline more quickly than ever before. Management cannot lay us off and others are not retiring fast enough for them, so they are coming after us hard through discipline. All Mail Handlers that are issued discipline should contact local 300 as soon as possible so a grievance can be filed. Do not assume that management has sent a copy to the Union. In some cases even when they do send a copy to the union, it is not received until 7-10 days later. Your silence and their delay in mailing can cause problems when it comes to filing your grievance. I have run into situations over the last year where I had to meet with postmasters and managers to have the time limits extended. This was due to the fact that I never received the discipline or received it after the fourteen days have expired.

Management is also doing function-4 audits every month or two in an attempt to remove mail handlers from the associate offices. They continue to present inaccurate numbers to support their notice to excess. When Local 300 is called to meet with management on their proposal to excess, I am proud to report that Local 300 has been successful in completely stopping or reducing the number of mail handlers being excessed. Unfortunately, our success in showing the service that mail handlers are needed in associate offices is perceived as their failure in removing mail handlers. They return with different team members to these same offices with their F-4 audits and the battles continue.

Management has now taken the position that if an associate office has no RI-399 inventory on file they see it as an opportunity to violate out National Agreement. To battle these new tactics Local 300 has sent notices to all these Associate Offices and APWU representative's requesting to meet for the sole purpose of completing each facility inventory. Local 300 will continue to send request to meet notices until all offices have completed inventories

FEHB OPEN SEASON:

This Open Season will be very different this year. With the economy being so bad, many employees will look very closely at the benefits and the out of pocket costs. While benefits and out of pocket costs were most important, the deciding factor in most instances was the lowest premiums possible. The Mail Handlers Benefit Plan was the lowest fee for service plan available. I am happy to report that Local 300's Associate Membership had increased for the second year in a row.

In closing I would like to remind everyone who has children that have will reach the age of 22 at which time they will no longer be covered under your health plan. You must request TCC coverage within 60 days after your child's 22nd birthday. Many plans have what is called TCC (Temporary Continuation of Coverage). Although this coverage is short term (36months) it provides medical coverage at lower rates than what you would pay for medical coverage on the outside. This is an excellent choice for children who are still attending school and will graduate within the thirty-six month period. All benefit providers offer TCC, but I ask that before you choose please take a look at the Mail Handlers Value Plan which has one of the lowest premiums of any PPO in the FEHB program.

The Mail Handlers supplemental Dental and Vision plans are also available to everyone and remember you don't have to be enrolled in the MHBP health plan to take advantage of this great supplemental coverage.

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WEB



Injured At Work, What Do You Do Next?

By Thomas Ruth

Connecticut State Executive Board Member

You're at work when you feel a pain or an accident occurs and you are hurt, what do you do? Many members face this every day at work and it can be a very frightening experience. The first thing any employee who gets injured on the job should do is notify your immediate supervisor, when the injury occurs.

But, there are times when someone gets hurt and they do not report the injury immediately. There could be several reasons for then not reporting the injury immediately such as; they did not realize they sustained such a traumatic injury, they fear discipline, or lost wages, and decide not to say anything. But when the injury gets worse, they have now put themselves in a worse position. Immediately notify your supervisor and if it is a serious injury, say you want medical attention. At this point, unless

it is life threatening or an extreme emergency, you have the right to choose the Doctor or Hospital that you would like to go to. Many times employees will go to the medical unit that the Postal Service sends you to. This is fine. What is important is that your next visit for this injury is to your personal doctor.

When you return back from the Medical unit or Hospital, a form CA-1 will be filled out. This is the form that is used to notify the Office of Workers Compensation that there was a traumatic injury.

If it is deemed that you cannot return to work due to this injury you are paid for lost wages after your first three days of being absent. For the first three days you can use sick leave, annual leave or leave without pay. If you are out for more than 14 days due to the injury, you would then receive either pay or reimbursement for

the leave that you used during the first three days of the injury. If after the first three days you are still out, you will go on a Continuation of Pay status for 45 calendar days from the date of the injury. This means that you will receive your pay from the Postal Service like you normally would. If you are out past the 45 days, you would then submit form CA-7 to the OWCP Specialist in your district and you will then be paid by the OWCP.

It is also important that when an accident or injury occurs that you notify your Shop Steward. If any problems occur with your claim, Local 300 provides help to its members in dealing with OWCP. You can not be denied the right to file a CA-1 if you believe that you sustained an injury on the job.

Tom Ruth
CTSEBM



Time To Step Up & Become a Union Activist

By Wilfredo Delgado

New York City Branch President

This is the time to step up and get involved in this Union. We can no longer afford to sit idly by, letting circumstances dictate what happens in our work lives. History has shown that individuals will be asked to become active, or to stand back and let others do the work.

In 1961, President John F. Kennedy made a call for Americans to "...ask not what your country can do for you; ask what you can do for your country." This year, in President Barack Obama's inaugural address, he made a similar appeal. He said, "Starting today, we must pick ourselves up, dust ourselves off, and begin again the work of remaking America. For everywhere we look, there is work to be done."

In similar fashion, we as Union members have a choice; to become active in this Union, with a voice, and an obligation to fight for the protection of our jobs; or to do nothing.

In light of the ongoing downsizing and the impact to our craft throughout the Local 300 Area, the response by this Union has been to aggressively enforce our collective rights under the National Agreement.

The Union stewards cannot do it alone, all Mail Handlers on the work floor must decide for themselves, to get involved. Our members are asked to; attend Union meetings, read the newsletters and literature being distributed in their facilities; discuss the issues and help inform other members (not by rumor, but with the facts), identify all contractual violations they see and give statements to the stewards, so that grievances can be filed; sign up all Non-Union Mail Handlers (the Union will pay \$20 for each sign-up). Members should contribute to the Political Action Committee, and contact their elected representatives regarding Mail Handler issues.

The Postal Service is taking a hell bent approach to make budget cuts, on the backs of the employees and the public. In 2006, we had our highest volume ever, this year the Postal Service is projecting a 14% drop in mail volume for a host of reasons including the economic crisis and our increasingly digital computerized society. Postal management won't admit to the bad business decisions and the mis-management over the years that have contributed to the decline in mail volume. A clear example is the lavish salary package given Postmaster John Potter; it was reported that he had bonuses and benefits added to his \$265,000 salary for a total compensation worth \$850,000.

The writing is on the wall; the time to step up is now. The job you help save may be your own. You have to decide; will you step up?

Wilfredo Delgado
NYC Branch President

BMCs to Network Distribution Centers (NDCs)

By Thomas Mullahey - NJI/BMC Branch President

Since taking office as Branch President at NJI&BMC on July 12, 2008, I have been faced with two new Plant Managers and two totally different agendas. The first one came in on the heels of the postal announcement of the plan to contract out BMC work. He told us that the facility was doomed, that we had to "move into the 21st century" where handling mail would be completely different. Management tried to foster an attitude of defeatism among the craft workers. This went along with an anti-union mentality, where people were told to blame their representatives for USPS attacks on our jobs. Supervisors and scabs spread rumors and sowed dissension.

It was critical for our leaders to infuse the membership with a sense of union activity and solidarity. On the work floor, our stewards had to combat a mentality where fear of job loss endangered gains we had made on work rules and safety. We had to remind Mail Handlers that organization is labor's weapon and shield. Unlike the hundreds of thousands of Americans getting laid off or taking pay cuts, postal Mail Handlers have a Collective Bargaining Agreement that protects our jobs, wages, and benefits.

Last summer, our National Postal Mail Handlers Union Executive Board pledged to resist privatization of the BMCs. At the NPMHU Convention in August 2008, the delegates unanimously voted up the amended proposal for a national BMC Task Force.

On the heels of that initiative, Mail Handlers Local 300 and the APWU representing workers at the NJ and Philadelphia BMCs, attended meetings with Congressmen from the area. On October 27, 2008, a huge press conference and rally was held at the gates of the New Jersey BMC. Congressmen Payne and Sires, as well as Jersey City Mayor Healy, spoke to hundreds of mail handlers and clerks who turned out at lunchtime. Union officials stressed job security and the economic

importance of this huge facility's union jobs. Local 300 President Paul Hogrogian emphasized the number of veterans hired as postal workers, and the bleak future for current veterans if the USPS is privatized.

This effort was part of a broad political campaign from our members to save the parcel mail at the BMCs. In March 2009, the Postal Service informed the union that we won. Contracting out this mail is "off the table." Instead, the BMCs are being realigned as "Network Distribution Centers" (NDCs) with varying functions. The good news for us in New Jersey is that this facility will be a Tier 2 NDC. The bad news is that some of the originating mail projected to come to us is being taken away from the Springfield and Philadelphia BMCs, with a negative impact on our sisters and brothers in those places.

Unfortunately, the success of the NDC system is in the hands of the same management who capriciously took the New Jersey originating mail out of this facility last summer, promising efficiency that didn't happen. We are not confident that more thought and better planning have gone into this new plan. Decisions regarding changed start times, staffing, and mail movement are being called by outsiders with limited knowledge of the workings of this huge facility. In the next month, for better or worse, new MDOs who never worked in BMCs will be added into the mix.

The NDC is a pilot program, initiated on the Postal Headquarters level. Since the implementation of the NDC in this region, it is apparent that there is little management concern for the needs of the workers here or in other BMCs. Burdens caused by structural changes have been arbitrarily dumped on craft employees, regardless of union questions and protests. New scheduling and staffing has disrupted people's lives, with no proof that our sacrifices are really called for. Based on what is happening around the

country, workers are suspicious of the real intent of this fast-paced transition.

The USPS is mounting a full court press against postal workers. Management's "sticks" are tour compression, excessing, station closings, harassment, and unjust disciplinary action, while holding out the "carrot" of voluntary early retirement to get people to leave. Injuries mount as safety projects are cancelled or postponed, but the National Reassessment Process threatens that the USPS will no longer meet its legal obligations to provide work within medical restrictions to injured workers.

At the same time, service to the American people is suffering. Alienating the public by closing important stations, cutting hours, and limiting service is not the policy of managers who want to build our business. Top USPS management is taking advantage of economic crisis to make the cuts they have always wanted in order to lay the basis for privatization and union-busting.

The good news is that our Local 300 stewards have been stepping up to meet the challenge. Instead of giving into defeatism, they are actively filing grievances and defending workers' rights under FECA, FMLA, EEO, and Veterans Preference.

When times get tough, the tough get going. Our union will show the Post Office that we will defend our jobs and service to the community. Our members are continuing the political fight for HR 22 (which would free up billions of dollars for postal operations; HR 658 (which would make it harder to close post offices); and HR 1686 (which would require approval for any large subcontracting). Local 300 is intensifying the struggle on the work floor and through grievance/arbitration.

In our unity is our strength!

...Yours in union solidarity

*** Check Your Bulletin Board ***

Labor Day Parade

Local 300 is once again proud to announce its participation in the New York City Central Labor Council, AFL-CIO's Labor Day Parade and solidarity march up Fifth Avenue. This year's event is scheduled for Saturday, September 12, 2009. This is the Saturday after Labor Day. The kick-off time is 10:00am.

Last years event was a big success despite the threat of a hurricane with many Members and their families coming out. Local 300 is planning to distribute Local 300 T-Shirts to all who attend. Food and beverages will also be provided. **Save the Date! Show your Solidarity!** Bring friends & family too.

For Parade info, contact Vice President Bobby Blum at Local Headquarters. Check out your Union Bulletin Board or www.local300npmhu.org for details.

Rye Playland

Sunday, August 23, 2009
Time: Check-in begins at 11:30am
2-hour BBQ begins at 1:00pm

\$25 per member and member's guest(s)
(up to 3 guests) BBQ only: \$10 each
Tickets must be purchased in advance.
Deadline for payments: 8/14/09

Event Info: Linda Yancey, (347) 683-4835 or
Stanley Howard, (718) 553-7369

Local 300 will provide bus service
for an extra \$15 per person.
If you drive or carpool, Local 300 will pay for
your parking!
(RAIN DATE, SUNDAY 8/30/09)

This event is subsidized by Local 300

Mets Game

Saturday, September 19, 2009 at 1 PM

NY Mets vs.
Washington Nationals

Check out your Union Bulletin Board
or www.local300npmhu.org for details

This event is subsidized by Local 300

LATE BREAKING NEWS

Recently, the NY Metro Area management has notified Local 300 that they intend to conduct three more Area Mail Processing (AMP) studies.

(1) Newark Destinating Mail to DVD, (2) West Jersey Destinating Mail to North NJ Metro & Kilmer, (3) Kilmer Originating Mail to DVD & Trenton.

Staten Island AMP APPROVED

...More info to follow.

Local 300 Scholarship

Applications can be obtained from your Local 300 Shop Stewards, or by contacting Kevin Tabarus, Treasurer at Local 300 HQ (212) 431-0040. Check out your Union Bulletin Board or www.local300npmhu.org for details Deadline: **August 10, 2009**

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