



Local 300 Mail Handler News

Summer
2012

National Postal Mail Handlers Union, AFL-CIO

AMERICA Depends on the Postal Service

TAKE ACTION NOW Senate Prepares to Vote on Postal Reform

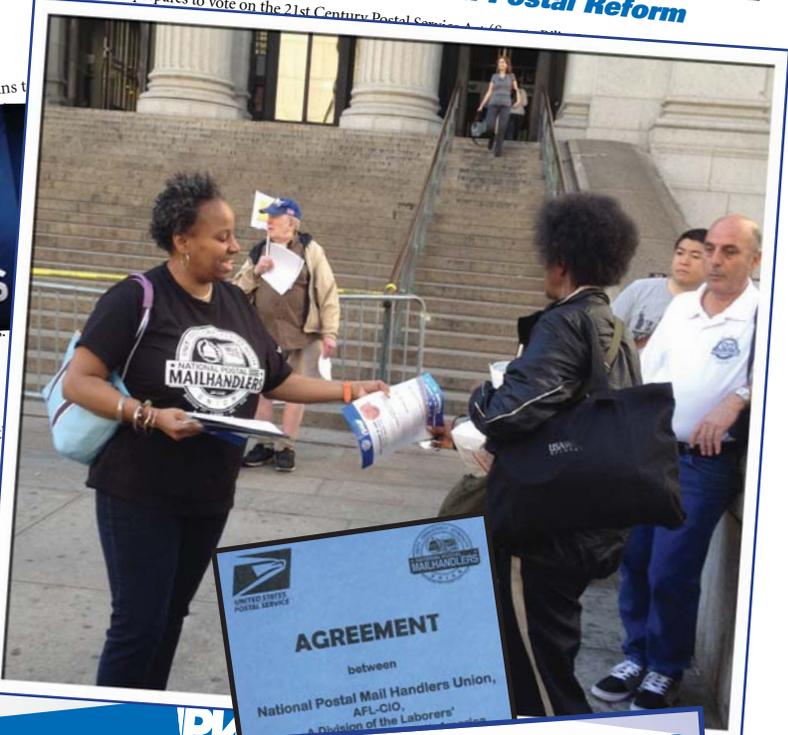


future retiree health benefits over a 10-year period... is required to bear such a burden, which drains \$5.5 BILLION annually from USPS revenues.

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NPMHU-USPS BARGAINING HEADED TO ARBITRATION



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President's Report

By Paul Hogrogian

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

Area Mail Processing (AMP):

On September 14, 2011 the USPS notified the NPMHU at the National, Local and Branch Levels of 262 installations in which it planned to conduct feasibility studies for possible consolidation of some operations into other installations and/or closure of those installations.

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

1. Brooklyn P & DC (outgoing) into Morgan P & DC
2. Kilmer P & DC (incoming) into Trenton P & DC and/or DVD P & DC
3. Mid Hudson P & DC into Albany P & DC
4. Northern NJ P & DC (Teterboro) into DVD P & DC
5. Queens P & DC (incoming) into Brooklyn P & DC and/or Morgan P & DC
6. Stamford P & DC into Westchester P & DC
7. Western Nassau P & DC (incoming) into Mid Island P & DC
8. Monsey DDC (Rockland) into Westchester P & DC
9. Mid Island Annex (Maxess Road) into Mid Island P & DC
10. NJ LDC into Northern NJ P & DC (Teterboro)
11. NY LDC into Western Nassau P & DC
12. Monmouth P & DC (incoming) into Trenton P & DC
13. Staten Island P & DC (Incoming) into Brooklyn P & DC

The studies have now been completed and the USPS has made its initial decision whether or not to begin implementation of its proposed plans. The Postal Service approved 226 of these closings/consolidations while 35 were disapproved (1 is still being studied). This is an ongoing process that will involve local input, congressional hearings, and proceedings before the Postal Regulatory Committee (PRC) and discussions at the bargaining table during National negotiations.

These actions can still be stopped through congressional action. Therefore it is imperative that we keep the pressure on by letting our elected representatives in Congress know that these closings and consolidations are a bad idea and not in anyone's best interest including the Postal Service's.

These proposed closures and consolidations are bad for the Postal Service, bad for the customer, bad for the community and bad for the employees:

1. **Bad for the Postal Service:** These plans are bad for the Postal Service because the cornerstone of their plan is based on a change in service standards. First Class mail would take an extra day or 2 to be delivered. This cut in service would result in more customers abandoning the mail system which would result in a loss of revenue. A preliminary study conducted on behalf of the Postal Service showed that the USPS would lose \$5 Billion in revenue if their plans were implemented. The USPS pulled the plug on this

study before the study was complete.

2. **Bad for the Customer:** These plans are bad for the customer because their mail will be delayed by a day or 2 even though the price of a first class stamp was recently increased. Their medicines, newspapers, checks and other vitally important mail will now be seriously delayed in reaching them.
3. **Bad for the Community:** Postal Service employees are prominent members of their community. They are volunteer fire fighters, church members, Little League coaches among other things. Removing hundreds of middle class jobs from a community could have a devastating effect on the economy of that community. Postal employees not only work in the community but are also frequent customers of the stores, restaurant and other businesses of the community.
4. **Bad for the Employees:** These plans are extremely bad for the employees. Employees will be forced to leave postal service facilities where they faithfully worked for years and even decades. These employees will be involuntarily reassigned to other postal installations increasing their travel time and expenses and causing major inconveniences for not only the postal workers but also for their families.

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

The Postal Service has already implemented its plan to move the incoming mail out of the Bronx P & DC and into the Morgan P & DC. This initiative effectively closed mail processing operations in the Bronx. Mail operations at the West Jersey P & DC, the Bronx STC and the Carteret STC have also ceased over the last few years.

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

Brooklyn to Morgan AMP

The Postal Service notified Local 300 of its decision to consolidate outgoing mail processing operations at the Brooklyn Processing and Distribution Center (P & DC) into the Morgan P & DC. It should be noted that the Flushing and Staten Island outgoing operations were recently moved into Brooklyn. Since the Bronx originating mail processing operations have already been moved into Morgan several years ago, Morgan will be processing the outgoing mail for all 5 boroughs (Manhattan, Bronx, Queens, Brooklyn and Staten Island). However, outgoing mail for the 110 zip codes will be processed at the Mid Island P & DC. Local 300 is not convinced that Morgan will be able to handle this additional volume, especially in light of the fact that Morgan recently absorbed the Bronx Incoming operations

Since the Postal Service is proposing to concurrently move the Incoming Mail operations from Flushing and Staten Island into Brooklyn, the

Brooklyn Installation will actually be gaining, and not losing, Mail Handler positions. However, while no Mail Handlers will be reassigned out of Brooklyn, these changes certainly will result in the restructuring of many bid assignments in Brooklyn.

The Postal Service announced on May 17th that this event has been placed on hold. This proposal will be reassessed in 2014 along with the Queens to Brooklyn AMP.

Queens (Flushing) to Brooklyn AMP

The Postal Service notified Local 300 of its decision to consolidate incoming mail processing operations at the Queens P & DC into the Brooklyn Processing and Distribution Center (P & DC). However, incoming mail for the 110 zip codes will be processed at the Western Nassau P & DC. It should be noted that the Flushing outgoing operations have already been moved out of Queens. Implementation of this plan would effectively close the Flushing facility. However Customer Service Mail Handler positions would remain at several of the Flushing stations.

Local 300 opposes this proposal. I along with other Local 300 representatives, including Treasurer Kevin Tabarus, Branch President Stuart and Western Nassau Branch President Bilotta attended a boisterous Public Hearing at which elected officials, residents, postal workers and union officials voiced their strong opposition to the proposal.

Local 300 will seek to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments. Landing spots for reassigned Mail Handlers could include Brooklyn, Morgan, ISC-JFK, Mid Island and NY LDC in Bethpage. Positions in New Jersey will also be made available.

A Branch meeting was held on March 15th during which I fully briefed the attendees on this event and answered any questions that were raised. Subsequent to that Branch Meeting, the Postal Service announced on May 17th that the Queens to Brooklyn AMP was being taken off the table for now. The Postal Service will reassess the situation in 2014 and decide whether or not to implement the AMP at that time. Therefore, the Flushing Installation appears to be safe until at least 2014.

Staten Island to Brooklyn AMP

The Postal Service notified Local 300 of its plans to conduct Area Mail Processing (AMP) surveys to determine the feasibility of consolidating Staten Island incoming operations into the Brooklyn P & DC. Since the Staten Island outgoing mail has already been consolidated into Brooklyn, implementation of this plan would effectively cease all mail processing operations in Staten Island. Cross Dock operations would remain at Manor Rod as well as New Dorp and South Shore stations. Their plan could result in the reassignment of 7 Staten Island Mail Handler positions. Through negotiations, Local 300 plans to ensure that this number is kept to a minimum. Possible landing spots for reassigned Staten Island Mail Handlers could include Brooklyn, Morgan and JFK.

Since Staten Island's outgoing mail will be processed in Morgan and its incoming mail will be processed in Brooklyn, intra-Staten Island mail will take an extraordinary convoluted path in order to be processed. A letter mailed in Staten Island to another Staten Island address will first be sent to Morgan in Manhattan to be canceled and then sent to Brooklyn to be processed before being sent back to Staten Island to be delivered. The letter virtually has to run the NYC

Marathon in order to be delivered. There has to be a better way—namely leave mail processing operations in Staten Island.

Local 300 opposes this proposal. Local 300 representatives, including Vice President Blum and Chief Steward Vinnie Sapone attended a Public Hearing at which elected officials, residents, postal workers and union officials voiced their strong opposition to the proposal.

Staten Island Chief Steward Vinny Sapone continues to spearhead the drive to stop the Postal Service's ill-conceived plan. Sapone has met with elected officials and community leaders to enlist their assistance in this important fight. Senators Charles Schumer (D-NY) and Kirsten Gillibrand (D-NY) have written to Postmaster General Patrick Donohoe expressing their opposition to the consolidation. Congressman Michael Grimm (R-NY) also continues to work with Local 300 to Save the Staten Island Post Office.

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

During the May 17th announcement the Postal Service stated that they planned to implement the Staten Island to Brooklyn AMP in early 2013 (January/February).

At the public hearing to discuss the consolidation of the outgoing mail several years ago, the Postal Service stated that they had no intentions of closing the Staten Island plant. It seems the Postal Service will not honor that pledge.

Mid Hudson to Albany AMP

The Westchester District had originally announced its plan to consider moving the Mid Hudson outgoing operations into the Westchester P & DC. The Postal Service has now changed its plan and now proposes to not only take the outgoing operations out of Mid Hudson but also the Incoming operations. However the plans now entail sending the mail to Albany rather than Westchester. The plan, if approved, could mean the loss of 90 to 95 Mail Handler jobs in Mid Hudson. The only Mail Handler operation that would remain in Mid Hudson would be a small cross dock HUB operation staffed by approximately 15 to 20 Mail Handlers.

Local 300 opposes this proposal. Local 300 representatives, including Vice President Blum and Branch President Perkins attended a Public Hearing at which elected officials, residents, postal workers and union officials voiced their strong opposition to the proposal.

Once again Local 300 will seek to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments. Landing spots for reassigned Mail Handlers could include the Albany and Westchester P & DCs and the Newburgh and Kingston Post Offices. Positions in New Jersey will also be made available.

The Postal Service announced on May 17th that the Mid Hudson to Albany AMP was being taken off the table for now. The Postal Service will reassess the situation in 2014 and decide whether or not to implement the AMP at that time. Therefore, the Mid Hudson Installation appears to be safe until at least 2014. However, the Postal Service may still decide to move just the outgoing/cancellation operations before 2014.

Stamford to Westchester AMP

The Northeast Area recently announced its plan to consider consolidating the Stamford outgoing and incoming operations into the Southern Connecticut P & DC in Wallingford. However, in September the USPS announced their proposed consolidation of the Southern Connecticut mail processing operations into Hartford. The USPS then in turn changed the plan and decided to move Stamford's mail processing operations to the Westchester P & DC. The plan, if approved, could result in the removal of all mail processing operations in Stamford.

Local 300 strongly opposes this proposal. I, along with other Local 300 representatives, including Vice Pres. Blum, Treasurer Kevin Tabarus, CTSEBM Ruther & Branch President Utz attended a Public Hearing at which elected officials, residents, postal workers and union officials voiced their strong opposition to this plan.

There are serious doubts that Westchester can adequately house Stamford's FSS and its mail volumes. However the Northeast Area and the Connecticut District may look at keeping the FSS in Stamford and perhaps add a second FSS. There is also a possibility that cross dock operations could remain in Stamford. A Branch meeting was held on March 24th during which I fully briefed the attendees on this event and answered any questions that were raised.

Once again Local 300 will seek to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments.

Subsequent to that Branch Meeting, the Postal Service announced on May 17th that the Stamford to Westchester

AMP was being taken off the table for now. The Postal Service will reassess the situation in 2014 and decide whether or not to implement the AMP at that time. Therefore, the Stamford Installation appears to be safe until at least 2014. However, the Postal Service may still decide to move just the outgoing/cancellation operations to Westchester before 2014.

Western Nassau to Mid Island AMP

The USPS also has announced in September its plans to study moving the Western Nassau incoming mail processing operations into Mid Island P & DC. However, Postal Service HQ disapproved this proposal and the Western Nassau P & DC will remain open. In fact, as a result of concurrent studies, Western Nassau will gain the 110 zip codes incoming operations. Local 300 believes that this decision was influenced by pressure applied by the NPMHU and Local 300 as well as from the other postal unions and management organizations and from elected officials (Senators Schumer D-NY and Gillibrand D-NY/ Representative McCarthy D-LI).

Northern NJ P & DC (Teterboro) to DVD AMP

The Northeast Area recently announced its plan to consider consolidating the Teterboro outgoing and incoming operations into the DVD P & DC in Kearny. The plan, if approved, could result in the removal of all mail processing operations in the Northern NJ P & DC and the complete closure of the Teterboro building.

Local 300 strongly opposes this proposal. I, along with other Local 300 representatives, including Vice Pres. Blum, Treasurer Kevin Tabarus & Branch President Gonzales attended a Public Hearing at which elected officials (Congressmen Pascrell D-NJ and Rothman D-NJ), residents and

postal workers and union officials voiced their strong opposition to this plan.

Landing spots for reassigned Mail Handlers could include the DVD P & DC, NJI & NDC in Jersey City, NJ LDC in Kearny, Morgan P & DC in Manhattan and the Rutherford and Westfield Post Offices. The effective date for this impact is expected to be in July.

A Branch meeting was held on April 14th during which I fully briefed the attendees on this event and answered any questions that were raised.

Once again Local 300 will seek to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments.

Subsequent to that Branch Meeting, the Postal Service announced on May 17th that the Teterboro to DVD AMP was being taken off the table for now. The Postal Service will reassess the situation in 2014 and decide whether or not to implement the AMP at that time. Therefore, the Teterboro Installation appears to be safe until at least 2014. However, the Postal Service may still decide to move just the outgoing/cancellation operations to DVD before 2014.

Kilmer to DVD and Trenton AMP

The Postal Service is also considering plans to move some (not all) of the Kilmer outgoing operations into DVD and Trenton. Even if implemented, Kilmer will still process bundle mail on the APBS, operate the LCTS along with the SPR/IPP operations. The operations from the New Brunswick Annex and the Edison Post Office would then be moved into Kilmer and Kilmer would then operate as a DDU (delivery unit). There are also plans to move the USPS' Northern NJ District offices into the Kilmer building.



Paul Hogrogian at the Teterboro Branch Meeting on April 14, 2012.

Local 300 strongly opposes this proposal. I, along with other Local 300 representatives, including Vice Pres. Blum, Treasurer Kevin Tabarus & Branch President Tom Hynes attended a Public Hearing at which elected officials, residents, postal workers and union officials voiced their strong opposition to this plan.

The Postal Service's initial proposal could potentially result in the reassignment of 54 Mail Handlers out of Kilmer. Potential landing spots for impacted Kilmer Mail Handlers could include NJI & NDC, DVD and Trenton.

Local 300 will ensure that dislocation and inconvenience to its members is kept to an absolute minimum.

The Postal Service announced on May 17th that the Kilmer to DVD AMP was being taken off the table for now. The Postal Service will reassess the situation in 2014 and decide whether or not to implement the AMP at that time. Therefore, the Kilmer Installation appears to be safe until at least 2014. However, the Postal Service may still decide to move limited operations to DVD before 2014.

Monmouth to Trenton AMP

The Postal Service notified Local 300 of its plans to consolidate Monmouth incoming operations into the Trenton P & DC. Since the Monmouth outgoing mail has already been

consolidated into Trenton and Kilmer, implementation of this plan would effectively cease all mail processing operations in Monmouth. Cross Dock operations would remain at Monmouth (20 Mail Handler positions). Their plan could result in the reassignment of 48 Monmouth Mail Handlers. Through negotiations with the Eastern Area and South NJ District, Local 300 plans to ensure that this number is kept to a minimum. Possible landing spots for reassigned Monmouth Mail Handlers could include Trenton and NJI NDC.

Local 300 strongly opposes this proposal. I, along with other Local 300 representatives, including Vice President/Branch President Blum attended a Public Hearing at which elected officials, residents, postal workers and union officials voiced their strong opposition to this plan.

During the May 17th announcement the Postal Service stated that they planned to move certain operations (SPBS?) from Monmouth to Trenton beginning this summer (August). This should affect approximately 35 Mail Handlers. Local 300 hopes that much of this impact can be offset by attrition. The Postal Service will reassess the entire Monmouth to Trenton AMP in 2014 to decide whether or not they still want to implement it.

NJ LDC to Northern NJ P & DC (Teterboro)

The Northeast Area also recently announced its plan to consider moving operations currently being performed at the NJ LDC in Kearny into the Teterboro building that would be vacated by moving the Northern NJ P & DC operations into DVD. The plan, if approved, would not take place for at least 18 months to 2 years after the Teterboro building becomes vacant. No final decision has yet to be made.

This proposal will be reassessed in

2014 along with the Teterboro to DVD AMP.

NY LDC to Western Nassau

The Northeast Area also recently considered moving operations currently being performed at the NY LDC in Bethpage into the Garden City building that would have been left vacant from moving Western Nassau P & DC operations into Mid Island. The Postal Service however disapproved this plan along with the plan to take the mail processing operations out of Western Nassau. Both the Western Nassau P & DC and the NYLDC will remain open and operational.

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

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

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

Early Retirement Incentives/VERA

The Postal Service has negotiated with the NPMHU regarding an employee retirement incentive offer. This will reduce the number of excess Mail Handlers in impacted installations and created more landing spots in non-impacted installations.

Tour Compressions and Bid Realignment

In addition to its Area Mail Processing (AMP) initiatives, many installations within Local 300's jurisdiction have implemented Tour Compressions and/or bid realignments. Management claims that it has to "right size" its

workforce and properly align its bid positions with the mail flow. Local 300 believes that most of these actions are foolish and not well thought out. Many of the bid positions that management is eliminating are from operations that are already understaffed. Local 300 has been meeting with management to negotiate more bid positions and to minimize the adverse impact to the Mail Handler bid holders. The necessary grievances have been or will be filed.

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 has resulted in the creation of many additional Mail Handler positions. Flat Sequencing Systems are operational in the NJI & BMC (4 machines), Mid Island (4 machines), Westchester (1 machine), Brooklyn (1 machine) and Stamford (1 machine).

The National Postal Mail Handlers Union and Local 300 will continue to fight for jurisdiction on positions created by new automation that the USPS brings on line. These new positions represent the future of the Mail Handler craft.

PTF Conversions

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

Training

Local 300 has continued to implement its aggressive training programs.

Steward Training for new stewards was conducted on December 1 and 2, 2011. National Shop Steward Trainer Sam D'Ambrosio and I provided the training.

Local 300 will also provide Arbitration Advocate training for new Local 300 Arbitration Advocates on July 11 and 12, 2012.

Attorney Mitchell Kastner will provide Local 300's Branch Presidents and Executive Board members with a special training on medical privacy issues (among other topics) on July 13, 2012.

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

Finances

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

Social and Recreational Activities

Unfortunately Local 300's annual Rye Playland outing had to be cancelled last year due to inclement weather on both the original date (August 13th-rain storm) and the rain date (August 27th-Hurricane Irene). This year's outing to Rye Playland is scheduled for July 15, 2012.

Local 300 Union

Council Meeting 5/31/12

The Local Union Council consists of the members from the Local 300 Executive Board and Branch Presidents.



Pictured top row (l-r): Yvette Johnson - Brooklyn, Eric Richard - NJLDC, Tom Hynes - Kilmer, Ray Bermudez - DVD, Charlie Price - NJSEBM, Linda Yancey - Recording Secretary, Tony York - Westchester, Stan Howard - JFK, Trevor Stuart - Flushing, Tom Ruther CTSEBM, Don Utz - Stamford, Tom Mullahey - NJ NDC

Bottom row (l-r): Kevin Tabarus - Treasurer, Ricky Gonzales - Teterboro, Dawn Licata - NYLDC, Andy Piacente - NYSEBM, Wilfredo Delgado - NYC, Robert Blum - Vice President, Paul Hogrogian - Local President

Not Pictured: Bob Lussos - Mid Island, Pete Bilotta - Western Nassau, Jim Perkins - Mid Hudson

Local 300's annual Mets trip is scheduled for July 22, 2012 (Sunday). The Mets will play the Los Angeles Dodgers.

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

Local 300 participated in last year's Labor Day parade on Saturday September 10, 2011 and plans to participate in the 2012 Labor Date parade. Vice President Blum coordinates Local 300's participation in this event.

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

Paul Hogrogian
President
Local 300 NPMHU

NPMHU 2012 National Convention

Local 300 will be sending 28 delegates to the National NPMHU Convention in Portland, Oregon.

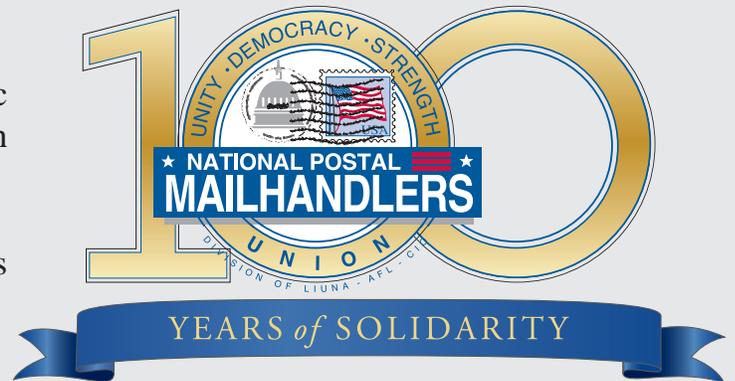
Local President Paul Hogrogian is an automatic delegate in accordance with the Union Constitution.

The following 27 members were elected as Delegates to the 2012 National Convention.

1. Bob Blum
2. Wilfredo Delgado
3. Kevin Tabarus
4. Linda Yancey
5. Thomas Mullahey
6. Charles Price
7. Joe Palau
8. Matty McDonald
9. Irene Sanchez
10. Yvette Johnson
11. Lucy Lombardo
12. Andrea Haynes
13. Ray Bermudez
14. Dawn Licata
15. Stan Howard
16. Kim Pinkney
17. Robert Lussos
18. Andrew Piacente
19. Mike Jacobus
20. Thelma Hurdle
21. Trevor Stuart
22. Thierno Diallo
23. Peter Bilotta
24. Tom Hynes
25. Don Utz
26. Tony York
27. Eric Richard

Andy Piacente and Thelma Hurdle are unable to attend the convention. Due to their absence,

HONOR *the* PAST



SHAPE *the* FUTURE

the following Alternate Delegates will represent Local 300 in Portland, Oregon.

1. John Costigan
2. Joseph Costigan

The 2012 National Convention is scheduled to take place the week of August 6, 2012. We will be celebrating the 100th anniversary of the National Postal Mail Handlers Union which was founded exactly 100 years ago, on August 6, 1912.

The theme for the 2012 convention is “Honor the Past, Shape the Future!” The slogan reminds all Mail Handlers to remember 100 years of excellence, and to take an active role in shaping the future of the NPMHU.

Almost three hundred Mail Handlers from across the country will serve as delegates, and will help to set the agenda of the Union for the next four years. Constitutional amendments and resolutions shall be debated and voted upon. Reports shall be provided to the delegates on the status of the union and our future.



Vice President's Report

By Robert "Bobby" Blum

Flawed Senate Bill passes, the future of the Postal Service now moves to the House of Representatives. The NPMHU and Local 300 keep up the fight.

Although there is much to be desired in S.1789, the final version that passed the Senate was better than the original. The NPMHU and Local 300 were front and center in leading the fight to persuade the Senate to pass responsible legislation. For detailed information regarding the provisions and amendments of S.1789 please visit the Local 300 website www.local300npmhu.org Organized Labor, concerned citizens, small businesses joined forces to petition Senators throughout the United States. The NPMHU and the APWU jointly conducted informational leafleting. Most of all we acknowledge the contribution made by many of you who truly became Legislative Activists. Our work is far from done. As this article is being written, the House of Representatives is beginning the process to pass a bill on their side of Congress and the Postal Service has announced the phased in destruction of our processing network. As you are well aware by now the House of Representatives and in particular the House Oversight and Government Reform Committee that oversees the Postal Service is controlled by right wing radical extremist politicians who want nothing less than the destruction of the Postal Service using excessive cuts in service, breaking of Postal Unions by canceling our contracts and directing substantial layoffs. So the struggle will be quite challenging to attain reasonable legislation on the House side and eventually the combined version that must be signed by the President of the United States.

The final version of the bill needs to contain elimination of the pre-funding obligation of retiree's health benefits instead of re-amortization as well as maintaining current service standards. Maintaining current service standards will roadblock the eradication of many mail processing centers and destruction of the processing network. Regardless of whether there is a moratorium, a phase 1, a phase 2 or whatever you want to call it the plan remains the same and will lead to the downfall of the Postal Service as we know it. We've said it before and say it again; the Postal Service cannot cut its way to solvency. Delaying delivery of mail to our customers just hastens the shrinking the amount of consumers using the Postal Service. The Postal Service has already admitted that it did not even conduct a study on the combined impact of its proposals! Please keep up the fight and contact your member of Congress let them know you want in the House of Representatives Bill, elimination of the pre-funding requirement for Retiree's health benefits, maintaining of current service standards not reduced overnight delivery, continuation of six day delivery, returning the entire overpayments made into FERS and expansion of what the Postal Service is allowed to do such as shipment of beer, wine and distilled spirits as well as small deposit banking. Protection of facilities from closure or consolidation that have demonstrated continued operational efficiency. Tell your member of Congress you **do not want** harmful changes to FECA which will have devastating consequences for thousands of postal and federal employees who have been hurt on the job and receive OWCP benefits which is in the Senate bill. **No** to changes in collective bargaining rights, **No** to

restriction of political rights of Unions and members, **No** to any form of privatization, **No** to forced retirements of eligible employees. We will not sit by and let the Postal Service provide worse service at a higher price. This strategy has been tried many times in private industry and the result has often been bankruptcy and failure.

The PAEA of 2006 with its pre-funding burden has caused such a tremendous drain on the Postal Services finances that it has become unable to sustain its network. Without the PAEA other issues such as internet diversion would be manageable. Personally I don't think the persons responsible for this legislation thought that the Postal Service would be able make these payments. Take from that what you will but it doesn't take much to believe that this was the plan all along. To destabilize the Postal Service and transfer it into the hands of private operatives. Perhaps the Members of Congress didn't realize that their passage of this Act would result in the financial collapse of the Postal Service but those behind it surely did.

The phased in consolidation/closure process will not lead to a more efficient network. It's the same plan to cut processing centers by half but just gives a consistent predictable rate of demise which is more controllable than everything at once. The result will be the same, less service, smaller nationwide footprint, a self fulfilled prophecy of loss of customers and eventual insignificance that in the end will serve to turn this national treasure into another business for the benefit of the 1% at the expense of the 99%. The so-called **DEATH-SPIRAL**. The privateer's propaganda that the USPS is an archaic, obsolete relic that must



11/17/11 - (l-r) Local Pres. Paul Hogrogian, NY Congressman Ed Townes, Vice Pres. Robert Blum discussing Mail Handler Issues.

relinquish its role to new technology and corporations. This is nothing but right-wing ideological BS! There continues to be enormous demand for the Postal Service. Still approximately 150 Billion pieces of mail annually despite internet diversion of first class single piece letters. Speaking of internet diversion, half of rural residents and approximately 1/3 of the entire nation is not reached by broadband service. Private companies have no desire or are able to deliver Universal Service. The United States is one of the very few countries on earth that does not fund its postal system. It was funded from the birth of the nation until the Reagan Administration and don't think that's just a coincidence. It

was never meant to be just a delivery service but to bind the nation together through communication. The internet has its place but not in the place of the Postal Service. It's controlled by corporations, and can be censored. Small businesses rely on the Postal Service to do their mailings. Corporate delivery services (Fed Ex, UPS) pick only the most

profitable services and delivery areas that's why they dump their packages into the Postal System in many places. Fed Ex or UPS won't be delivering anything for 45 cents you can count on that.

The saving of our Postal Service is much more important than just sparing a delivery service. We are in an enormous battle against corporate special interests that because of their greed would privatize and make for profit all government services regardless the cost to society. If this isn't worth fighting for, nothing is.

The House of Representatives recently passed H.R. 5652. This bill if passed by the Senate and signed by the President, would phase in over five years a 5% contribution increase to both FERS and CSRS employees for Postal and Federal Workers. Republicans provided the entire House members who voted for the bill, no Democrats did. Despite increase substantially contributions to retirement the bill does not increase annuities or offer any additional benefits when you retire. Contact your Senators to oppose this outrageous assault on us.

I would like to conclude this article to say thank you to Congressmen Ed Towns of Brooklyn who has announced his retirement at the end of this term and to Congressmen Donald Payne of New Jersey who recently passed away. Both of these Gentlemen were great friends to Local 300, Postal Workers and the Labor Movement. They will be sorely missed and their shoes will be extremely hard to fill.

TAKE ACTION NOW!

Unity & Strength Always
Bobby Blum Vice President

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www.UnionPlus.org/Moving

Web 10/08

\$100,000 Won in Brooklyn

A grievance was recently resolved which resulted in management paying One Hundred Thousand Dollars (\$100,000) to be divided among the Mail Handlers designated by the Union.

The grievance had been filed to protest the use of Casuals In Lieu of Full-Time Regular Mail Handlers.

Congratulations and a job well done to Brooklyn Branch President Yvette Johnson and all the stewards involved.

Meetings, Events, and Activities - Around LOCAL 300



JFK Branch Meeting 10/27/11



NYC Branch Meeting 11/9/11



Mid Hudson AMP Public Meeting 12/1/11



Local Union Council Meeting 11/9/11



Queens AMP Public Meeting 12/2/11



Teterboro Branch Meeting 11/05/11



Queens AMP Press Conference 12/9/11
(l-r) Robert Blum Vice President, Linda Yancey Recording Secretary, Congressman Joe Crowley, Trevor Stuart Branch President



Brooklyn Branch Kids Christmas Party 12/9/11

Meetings, Events, and Activities - Around LOCAL 300



Teterboro Branch Meeting 4/14/12



Kilmer AMP Public Meeting 12/2/11



Teterboro AMP Public Meeting 1/11/12



Stamford Branch Meeting 3/24/12



Westchester Branch Meeting 4/28/12



DVD Branch Meeting 3/20/12



JFK Branch Meeting 6/5/12



Treasurer's Report

By Kevin Tabarus

Local 300's finances continue to remain on steady ground. Each year since 2002, this Local Union has saved more, and spent less. We have remained, steadfast in our endeavors, and committed to continue prudent financial practices now and in the future. With such a large local union, it is quite an accomplishment to maintain such financial stability during these troubling times.

As we look to the future, there shall be many challenges ahead. Organized labor is marked to be attacked! The many enemies of labor have taken aim on our collective bargaining rights. We will be able withstand these constant attacks that have had a direct impact on our members. Thankfully, expenses related to Representational Activities have not been curtailed due to our strong financial base. We are prepared for what the future will bring. With mail volumes decreasing, our bargaining unit will likely decrease. Local 300 might be a bit smaller, but **WILL remain strong financially and ready to fight the fight!**

Again, I am pleased to report that all of Local 300's funds are fully insured by FDIC. This, a personal goal that I had set a few years ago, accomplished by the diversification of funds, insures that all of our funds are backed fully by the US Government. Now that the goal has been accomplished, it has to be monitored and maintained.

2011 Year End Financial Report

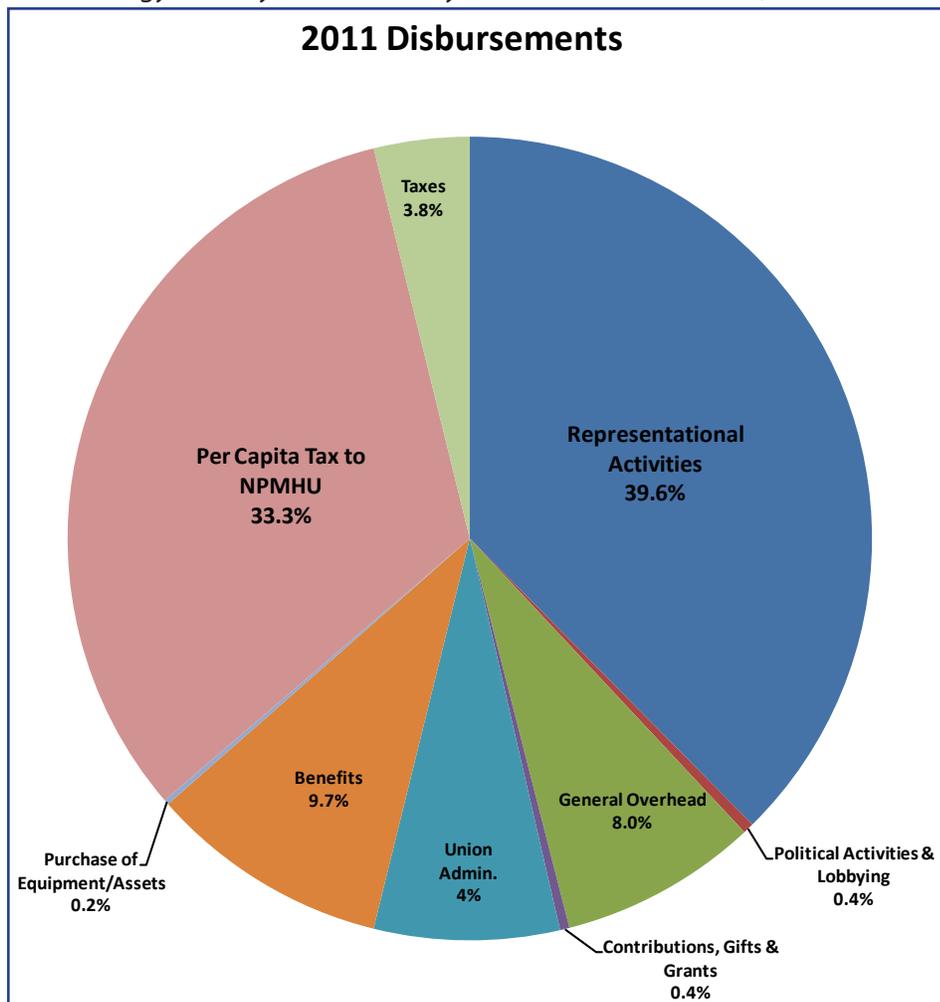
Each year, Local 300 is required to submit financial reports to several agencies such as the Department of Labor (DOL), Internal Revenue Service (IRS), New York State Department

of Taxation, and the New York City Department of Taxation. In addition, the Local Treasurer is required to submit financial reports on a regular basis to the National Union Office, Local 300 Executive Board, and Local Union Council (Executive Board and all Branch Presidents). All of the reporting requirements have been complied with in a timely manner.

For the second year in a row that I have taken on the monumental task of preparing and filing the year end agency reports. Countless hours are dedicated into preparing these reports. To accomplish this task, the methodology of my normal daily

financial record keeping was adjusted. Prior to submission, the agency forms are reviewed and concurred with by the local's accountant. Preparing and filing these year-end reports using Local 300's in house resources, has saved thousands of dollars in expenses.

Last year, our largest categorized disbursement was for **REPRESENTATIONAL ACTIVITIES**. This is represented in the pie chart for 2011 Disbursements. Over \$1.1 million dollars was spent on this category which includes the costs of Contract Enforcement, Grievance Processing and Administration, Arbitration,



Legal Fees, Recruiting New Members, Postage, etc. In 2011, there were over \$143,000 in fees from Arbitrators. Other functional categories of disbursements include:

Per Capita Tax is required by the NPMHU Constitution. From the \$19.00 union dues deduction on your paycheck, Local 300 remits \$6.35 to the National NPMHU office.

The functional category for **Union Administration** accounts for disbursements relating to Elections, Membership Meetings, Member Education, Newsletters, and basically expenses related to the general administration of the local. In 2011, there were over \$99,000 in disbursements directly related to Union Elections.

General Overhead indicates all other disbursements that cannot be allocated to any other category. Expenses allocated to this category include Member Events (such as Rye Playland and Mets Game), Member Social Activities, Flowers, Professional Fees, Payroll Expenses, Membership Premiums, etc.

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

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

Local 300 Membership Report

Since my last membership report, the amount of regular members has

continued to decline. However, the percentage of overall membership continues to increase. Local 300 membership is currently 92.6%, which is above the national NPMHU average of 88.8%

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

The highest amount of Local 300 members since July 2007 was 6,349 which occurred in pay period 13-2007. Currently, as of pay period 12-2012, we have 5,300 total regular members. The decline in membership is due mainly to attrition (retirements, separations, and transfers). This decline in membership has directly affected the finances. The difference in the amount of income generated from regular membership dues from this current year (2012) to the same period last year in 2011 shows a 2.7 % decrease of Regular Member Dues.

Revenue from Associate Membership Dues has also declined. The rate of decline in revenue from 2011 to 2012 is 9.7%

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

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

Branch Membership %

Local 300 Branches with the highest membership ratio are:

- ISC/JFK (96.6%)
- Western Nassau (95.7%)
- Mid Island and Monmouth (95.5%)

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



Local 300 Newsletter Editor

Each newsletter continues to provide each member with valuable information. We have been trying to produce a newsletter every six (6) months. Due to various circumstances, issues were not produced as frequently as desired. Nevertheless, Local 300 is committed to providing you newsletters now and in the future. The editing, designing, and all the work that is put into each issue is a project that I will continue to enjoy, as I hope that you enjoy this finally finished product.

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

Local 300 Website

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

The design, layout, and updating of the website is performed using Local 300's internal in-house resources. The expense for the website is only a few hundred dollars each year. When compared to other local union websites, this equates to a saving of thousands of dollars each year.

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

Arbitration & Grievances

Despite having the title of Treasurer, I also continue to remain active with grievance activity. Over the past few years, I have been an Arbitration

Advocate for both Western Nassau and NY L&DC branches. In addition, I have been providing assistance with grievance activity across the Local 300 area.

Postal Reform in 2012?

This appears to be the year of Postal Reform. The last time there was major Postal Reform was with the Postal Accountability Enhancement Act in 2006. If you are not familiar with the current state of the Postal Service and what brought us here, I will briefly explain.

Prior to 1970, the United States Post Office was funded by tax dollars. Congress set postage rates, determined Postal workers salaries and benefits. Wages and benefits were not comparable to the private sector. Congress also debated on the size and color of Stamp design.

During 1970, there were several wildcat strikes across the country. Mail processing and delivery was impacted. President Nixon called in the military to work the mail. Effective collective bargaining was obtained resulting in the signing of the Postal Reorganization Act. This act created the United States Postal Service. The agency was funded not by tax dollars, but solely from revenue generated from the sale of postage.

In 2006, during a lame-duck session of Congress, Postal Reform was enacted which basically created this **MESS** we are in now. The Postal Accountability Enhancement Act of 2006 required the USPS to pre-fund the health benefits for the next 75 years of its future retirees. This had to be paid in only a 10 year span, costing about \$5.5 billion a year.

The 2006 Postal Accountability Enhancement Act, coupled with the country's economic collapse in 2008,

as well as the expansion of internet use, all have set the USPS in a tail spin for failure. It was Congress that created this problem, and it is Congress that should fix the problem.

Now in 2012, it appears that we may have Postal Reform again. I was watching CSPAN for 2 weeks to see the US Senate debate on S.1789. It was very interesting to watch how some Senators are hell bent on destroying the Postal Service. Thankfully the majority of Senators appear to have a desire to maintain universal mail service for all citizens.

The end result was Senate Bill 1789 "The 21st Century Postal Service Act" which passed the US Senate by majority vote of 62 to 37. The senate bill would allow \$11 billion of surplus FERS contributions to be returned. These funds could be applied to early-retirement incentives.

While the Senate Bill is not perfect, it does have some areas of concern such as, giving the Postmaster General his wish, to change current service standards (including ending 6-day mail delivery). Optimistically, the bill does delay changing the service standards.

Now that the Senate has passed a bill, our attention will be focused on the House of Representatives. Unfortunately, the Committee on Oversight and Government Reform which oversees postal matters is chaired by Congressman Darrell Issa (R-Calif.) who is supported by Congressman Dennis Ross (R-Florida). Ross is the chairperson for the subcommittee for the US Postal Service. Their agenda is to dismantle the Postal Service and attack organized labor. Many political insiders hope and predict that they will not be successful in their mission. They have been known to provide misleading and incorrect information



(l-r) Congressman Darrell Issa (R-CA) discussing Postal Reform with Congressman Dennis Ross (R-FL) in Washington, DC

to the media regarding the Postal Service and its employees. Hopefully, they will be viewed as they should be, two comical individuals bearing resemblance to Beavis and Butthead.

Political Action Committee

Now, more than ever, Political Action is very important in these trying times. The Postal Service is in a constant state of change. Every member should be writing to their elected representatives

on Capitol Hill. Let them know that you are a member of the NPMHU and that you are a registered voter. You should also consider helping yourself by joining the Political Action Committee (PAC) for the NPMHU. I have been at the Ambassador contribution level (\$500+) for the PAC for several years in a row. This committee is Non-Partisan. The NPMHU PAC contributes to campaigns of candidates for and incumbents of Congress, who repeatedly demonstrate *“concern for working people and for the aims and objectives of the NPMHU and the entire trade union movement,”* this is regardless of political party affiliation.

Contributing to the PAC is simple and easy. The easiest method for contributing is establishing a bi-weekly payroll deduction. You can set up a bi-weekly deduction from your Postal Paycheck on Postal Ease or on www.Liteblue.usps.gov You will need your USPS Pin & EID. If you

need help joining the PAC, please feel free to contact me at Local 300 headquarters.

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

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

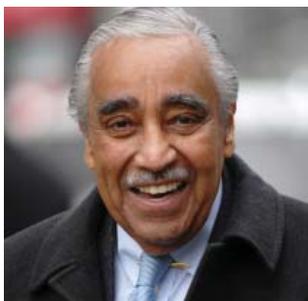
Kevin Tabarus
Local 300 Treasurer

Political Endorsements

Local 300 endorsed the following political leaders/candidates for their dedication/support of Postal Labor Issues.



*NY Congressman Michael Grimm
13th District for Re-Election*



*NY Congressman Charles Rangel
15th District for Re-Election*



*NJ Congressman Bill Pascrell
9th District for 2012 Primary Election*



*NY Senator Kirsten Gillibrand
for Re-Election*

In Memory of



Donald Payne

(1934-2012)

Donald Milford Payne was the U.S. Representative for New Jersey's 10th congressional district. He was first elected to Congress in 1988, Congressman Payne was one of the NPMHU's biggest supporters on Capitol Hill.



National Postal Mail Handlers Union 100 YEARS and UNION STRONG!

By Wilfredo Delgado

New York City Branch President

This August we celebrate our Union's 100th birthday as a strong, proud and determined Union; ready to move forward and prepared to work for our members. As labor history has demonstrated, those who are prepared and organized will be able to withstand efforts by management to impact workers. In our area, Local 300 has been able to minimize the negative impact to our craft by negotiations and presenting viable counter proposals. We will continue to push back and fight for maintaining Mail Handler positions.

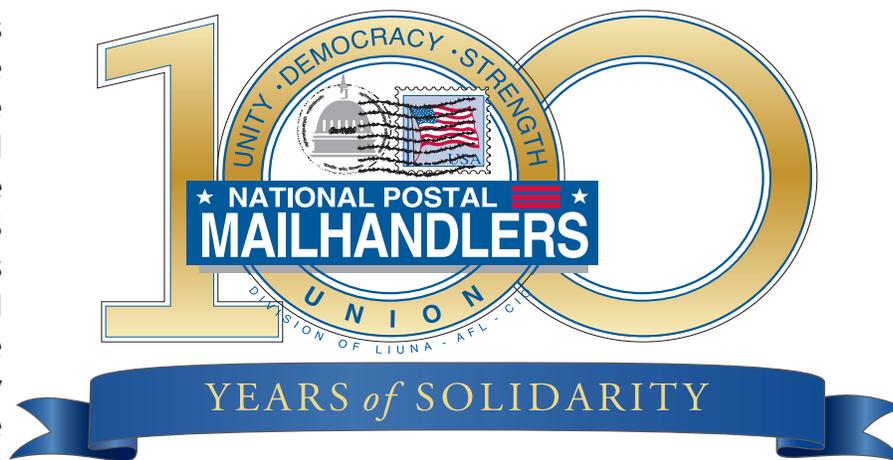
Each day on the work floor, at facilities/stations throughout the Local 300 area, we are bombarded by the negative news from USPS Headquarters regarding potential downsizing. We know changes may take place, and we are ready to meet these challenges head-on.

Our national and local efforts will continue to counter the poor business decisions made by USPS management. The U.S. Postal Service is older than the Constitution, and this great institution provides the most reliable, and cost effective mail service in the world. We hear the political rhetoric of those who want to privatize the Postal Service, and attack working men and women. Through our collective efforts, in mobilizing our members, friends and the public, we will keep the pressure on elected representatives to pass the needed legislation to get the USPS on solid financial ground.

The USPS made almost \$63 Billion in revenue last year, and the mailing industry contributes almost \$950 Billion into our nation's economy, keeping hundreds of thousands of men and women working each day. The Postal Service is still a lifeline for countless millions of Americans. For them, the prospect of reduced or worse, no mail delivery is terrifying to imagine. We know that due to the economic recession middle class jobs are disappearing, but we cannot stand around and have our jobs impacted similarly.

We need all our members involved in the fight to protect our jobs, by being informed and actively participating in union efforts (rallies, petitions, letter writing, e-mailing politicians, contributing to union PAC, attending union meetings).

HONOR *the* PAST



SHAPE *the* FUTURE

We greatly appreciate the efforts of our members who have been active in the struggle to keep Mail Handler jobs in their facilities. The fight to maintain our jobs will not be easy, but if we are ready and willing to organize, and stand shoulder to shoulder with our sisters and brothers, we will never fail!

WE ARE UNION STRONG !!!



The United States Postal Service "A Riches to Rags Story"

By Linda Yancey

Recording Secretary & Chair-Local 300 Women's Caucus

The meetings that have occurred in the past few months in the Northeast Area gave the most depressing news ever. The Network Optimization plans governing plant closings are turning out to be a nightmare for the Postal Service. As serious as closing plant are and more importantly—devastating and life-changing to many employees—you would have thought that the Postal Service would have planned better for its future. A few months ago the Postal minions did the walk around—and again, tried to make the case for their "Optimization Plans". They slivered in with video messages from the Post Master General. They slivered in with subliminal code words they thought employees would believe. But the employees in those rooms, who positively understand the financial aspects to downsizing, did not fall for the smoke and mirrors game. People wanted to know why for all the meetings that were held during the eras of Area Vice Presidents David Solomon and Steve Forte—with all those slideshow presentations they brought to these meeting (always focusing on future revenue)—and addressing the "White Paper" the Service wrote forecasting the financial future of the Postal Service—the question remains—Why did the Service wait for the waste to hit the fan. Why have they done nothing before now?

If only the Service was willing then to reduce or even eliminate the hefty bonuses they gave to management personal over the years—this would have saved them millions. Years ago, if they were only willing to aggressively research and then invest in automation that worked the first time—this would have also saved them millions. "How many new pieces of equipment

over the years have we've seen come and then go in just a few months"? Again, with the wasteful spending. They knew about the over payments (Pre-funding) to the retirement plan that sucked up millions of dollars and festered in a limbo account for years on end—but did not ask Congress for help until now. If the Service had only been willing to do something about all of this and more "then"—people would not have to suffer "now" for the failures of the Organization. People have been very vocal in every meeting. People have said—"If you close all these plants, and facilities,—where you gonna put all these people? A very reasonable question indeed.

Today, because of the "missteps" and blown opportunities to make adjustments that would have benefited the Service in the end has now placed everyone at a point of critical decision—the pivotal crossroads of choosing between family obligations and job. The uncertainties of things have impacted people emotionally. Many people who use to have the patience of Job—now have fuses shorter than a fire cracker. People who were jovial, fun-loving, and centered—have become withdrawn or indifferent to things—and mentally striped of dignity and respect. This character assassination leveled upon the workers from this Service likens to a Zombies' frenzied behavior to survive in world that has become extinct—a virtual wasteland of destruction. This Postal employer who had the responsibility to ensure its future has succeeded "at the race to the bottom of the barrel". Everyone feels anxiety, fear, and worry and this has placed employees in an atmosphere of divide and devour.

In the coming months, (moratoriums; or whatever Congressional mandates given to them) and no matter what employees think, or say—in true Postal form there will be even more of a concerted effort to plug up the financial holes by any means necessary. The Postal Service will continue with poorly staffed operations that burn people out. They will try to eliminate jobs; force out the injured, and offer pittance in incentives in an effort to downsize the work force. And the final "true" nail in the coffin will be to try to take away hard won benefits under the Collective Bargaining Agreement. Truly a monumental task for the Unions to deal with; but we will continue the fight to maintain our collective bargaining rights.

The problems of the Postal Service will probably go on for some time before it gets better. For now the story continues. From "riches to rags"—the United States Postal Service (one of the oldest, largest and once greatest institutions in America)—through poor planning and missed opportunities—has brought itself and its employees down to a virtual Zombie land on their knees.

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Web 08

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 in Mid Island violated the National Agreement and the LMOU when it made significant changes to duty assignments without consultation with the Union and without accurately describing the new duty assignments in postings. Mid Island Branch President Robert Lussos represented Local 300.

2) Arbitrator Thomas Fritsch sustained Local 300's grievance regarding deemed desirable documentation. Robert Lussos was Local 300's arbitration advocate.

3) Arbitrator Fritsch sustained two (2) separate grievances concerning Western Nassau exceeding the contractual casual limit. The arbitrator awarded a total of 819 hours of pay at the overtime rate. Local 300 Treasurer Kevin Tabarus represented Local 300.

4) Arbitrator Robert Tim Brown ruled that the USPS violated the National Agreement when it issued a removal to a NJ LDC Mail Handler for violation of a Last Chance Agreement (LCA). The arbitrator ruled that the USPS failed to properly investigate that Grievant's contentions that the removal was issued in order to protect

supervisors who sexually harassed the Grievant. The Mail handler was returned to work. NJ State Executive Board Member Charles Price represented Local 300.

5) Arbitrator Brown ruled that the Postal Service violated the National Agreement when it issued a removal to a Mid Island Mail Handler for "Unable to perform the duties and responsibilities of [your] position." The arbitrator ruled that the Postal Service did not tell the Grievant specifically that he had been found unfit for duty and what was expected of him to do in order to be found fit for duty. The arbitrator directed the USPS to return the Grievant to duty and schedule a fitness for duty examination if it so wished. Branch President Lussos represented Local 300.

6) Arbitrator Sherrie Rose Talmadge in two (2) separate awards ruled that NJI NDC management violated the National Agreement by not making every effort to provide limited duty work to two (2) NJI NDC Mail Handlers who were sent home after the USPS, under the National Reassessment Process (NRP), declared that there was no work available (NWA) within their restrictions. The arbitrator awarded back pay. NJI NDC Branch Tom Mullahey represented Local 300 at both of these arbitration hearings.

7) Arbitrator Talmadge sustained Local 300's grievance and ruled that the Postal Service violated the National Agreement by not converting two (2) PTF positions to FTR positions when 2 PTF's worked 8 hours a day on the same 5 days over a 6-month period. The arbitrator directed that the 2 FTR positions

be posted for bid. Brooklyn Branch President Yvette Johnson was Local 300's arbitration advocate.

8) Arbitrator Brown ruled that the Postal Service violated the National Agreement when it issued a Notice of Removal to a DVD Mail Handler for an alleged "violent and threatening behavior." The arbitrator reduced the penalty to a 14-Day Suspension. The arbitrator ruled that the Grievant's conduct was serious but had fallen short of actual violence. DVD Branch President Ray Bermudez represented Local 300 and the Grievant at the hearings.

9) Arbitrator Talmadge ruled that the Postal Service violated the National Agreement by moving Limited Duty JFK Mail Handlers from Tour 2 and Tour 3 to Tour 1. The arbitrator ordered that the Postal Service return the Grievants to their original Tours and awarded some back pay. JFK Arbitration Advocate David Bernard represented Local 300.

10) Arbitrator Joseph Cannavo modified a Removal issued to a Bronx Mail Handler for alleged attendance related infractions. The arbitrator cited mitigating circumstances such as the Grievant's 20 years of service. Bronx Arbitration Advocate Andre Spence represented Local 300.

11) Arbitrator Wooters (2 separate awards) ruled that the Postal Service violated the National Agreement by denying Administrative Leave to DVD Mail Handlers (Tour 1 and Tour 2) for the snow storm of December 27, 2010. Branch President Ray Bermudez was Local 300's arbitration advocate.

Recent Arbitration Decisions

12) Arbitrator Wooters ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Stamford Mail Handlers (Tour 1 and Tour 2) for the snow storm of December 27, 2010. Connecticut State Executive Board Member Thomas Ruther represented Local 300.

13) Arbitrator Talmadge ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Mid Hudson Mail Handlers (Tour 1 and Tour 2) for the snow storm of December 27, 2010. Connecticut State Executive Board Member Thomas Ruther represented Local 300.

14) Arbitrator Sarah Cannon Holden ruled that the Postal Service violated the National Agreement by denying Administrative Leave to NJI NDC Mail Handlers (All Tours) for the snow storm of December 27, 2010. NJI NDC Branch President Tom Mullahey represented Local 300.

15) Arbitrator Holden ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Brooklyn Mail Handlers (Tour 1) for the snow storm of December 27, 2010. Branch President Yvette Johnson represented Local 300.

16) Arbitrator Talmadge ruled that the Postal Service violated the National Agreement by denying Administrative Leave to JFK Mail Handlers (Tour 1) for the snow storm of February 11, 2010. JFK Arbitration Advocate David Bernard was Local 300's arbitration advocate.

17) Arbitrator Wooters ruled that the Postal Service violated the

National Agreement by denying Administrative Leave to Teterboro Mail Handlers (Tour 3) for the snow storm of February 11, 2010. Vice President Robert Blum was Local 300's arbitration advocate.

18) Arbitrator Fritsch ruled that the Postal Service violated the National Agreement by denying Administrative Leave to West Jersey Mail Handlers (Tour 2) for the snow storm of February 26, 2010. Vice President Robert Blum was Local 300's arbitration advocate.

19) Arbitrator Talmadge ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Mid Hudson Mail Handlers for the snow storm of February 25 (Tour 3) and February 26, 2010 (All Tours). Connecticut State Executive Board Member Ruther was Local 300's arbitration advocate.

20) Arbitrator Fritsch ruled that the Postal Service violated the National Agreement by denying Administrative Leave to NJI NDC Mail Handlers (Tour 2) for the snow storm of February 26, 2010. Branch President Mullahey was Local 300's arbitration advocate.

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

22) Arbitrator Fritsch ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Western

Nassau Mail Handlers (Tour 2) for the snow storm of January 27, 2011. Local 300 Treasurer Kevin Tabarus was Local 300's arbitration advocate.

23) Arbitrator Wooters ruled that the Postal Service violated the National Agreement by denying Administrative Leave to Stamford Mail Handlers (Tour 2) for the snow storm of January 27, 2011. Local 300 Connecticut State Executive Board Member Ruther was Local 300's arbitration advocate.

24) Arbitrator Brown ruled that the Postal Service violated the National Agreement by not changing a Western Nassau Limited Duty Mail Handler's hours. The arbitrator directed the Grievant be returned to his regular schedule and awarded out of schedule pay. Treasurer Kevin Tabarus was the Union's advocate.

25) Arbitrator Cannavo rescinded a Removal issued to a Bronx Mail Handler for failure to report an accident. The arbitrator cited the failure of the Postal Service to conduct a fair and objective investigation prior to issuing the discipline. Bronx Arbitration Advocate Andre Spence represented Local 300.

26) Arbitrator Cannavo rescinded a Removal issued to a Morgan Mail Handler for attendance related infractions. The arbitrator cited the fact that the removal action was not progressive and that the MDO instructed the supervisor to issue the removal (Command Decision). NYC Branch President Wilfredo Delgado represented Local 300 and the Grievant.

27) Arbitrator Talmadge rescinded

Recent Arbitration Decisions

a Removal issued to a NJI NDC Mail Handler for attendance related infractions. The arbitrator cited the fact that Management failed to provide the Union with necessary requested information (PS Forms 3971, 3972, TAC reports and submitted medical documentation). The arbitrator awarded full back pay. Branch President Mullahey represented the Grievant and Local 300 at the hearing.

28) Arbitrator Fritsch modified a Removal issued to a Westchester Mail Handler for attendance related infractions (CAWOL). The arbitrator cited the Grievant's work record and 15 years of service as well as the fact that he believed that the penalty was too severe. NY State Executive Board Member Andrew Piacente was Local 300's arbitration advocate.

29) Arbitrator Talmadge modified a Removal issued to a DVD Mail Handler for attendance related infractions. The arbitrator ruled that the penalty was punitive rather than corrective. DVD Branch President Ray Bermudez represented Local 300.

30) Arbitrator Fritsch modified another Removal issued to a NJI NDC Mail Handler for attendance related infractions. The arbitrator cited mitigating circumstances and the fact that the Grievant was not

given "ample time: to correct his attendance deficiencies. NJI NDC Branch President Tom Mullahey again represented Local 300.

31) Arbitrator Fritsch ruled that the Postal Service violated the National Agreement when it issued an Emergency Placement in an Off-Duty status to a Mid Island Mail Handler for a crime situation. The arbitrator ruled that the emergency placement was improper since there was no concurrence from a higher level official. Mid Island Branch President Robert Lussos was Local 300's arbitration advocate.

32) Arbitrator Fritsch ruled that the Postal Service improperly denied a NJI NDC Mail Handler her preferred bid choice under the provisions of the Light/Limited Duty Bidding MOU. The arbitrator cited the fact that the Grievant was neither of light nor limited duty at the time of the bid. The arbitrator also awarded out of schedule pay. Branch President Mullahey represented Local 300.

33) Arbitrator Amy Lynne Itzla, in an expedited award, ruled that the Postal Service violated the National Agreement when a Westchester Mail Handler was improperly bypassed for overtime. The arbitrator provided an eight hour make up opportunity. NY State Executive Board Member Andy Piacente

represented Local 300 in this arbitration

34) Arbitrator Frank Giordano, in an expedited award, rescinded a 7-Day Suspension issued to a DVD Mail Handler for attendance related infractions. The arbitrator found that management did not carry its burden of proof. Branch President Bermudez advocated the grievance.

35) Arbitrator Linda Chin, in an expedited award, rescinded a 14-Day Suspension issued to a Mid Island Mail Handler for an Unsafe Act. The arbitrator cited the fact that the congestion in the area contributed to causing the accident more than any other factor. Branch President Lussos represented Local 300 and the Grievant in this arbitration.

36) Arbitrator Chin, in another expedited award, ruled that the Postal Service violated the National Agreement when supervisors performed Mail Handler work in a Bronx Station. The arbitrator awarded 27 hours of overtime pay. Bronx Chief Steward Teresa Mollica represented Local 300 at the hearing.

Paul Hogrogian
President
Local 300/NPMHU

Tom Ruther Appointed to Regional Office

Tom Ruther who serves as Connecticut State Executive Board Member, has been appointed to the Contract Administration Department. Tom will be working for the Northeast Regional Office where he will be the union's representative at Step 3 of the grievance procedure. In addition, Tom will also be handling the administrative duties of scheduling arbitration hearings.



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Basic Shop Steward Training - Dec. 2011



Local 300 presented a Basic Shop Steward Training Program on December 5 & 6, 2011 given by National Shop Steward Trainer Sam D'Ambrosio and Local 300 President Paul Hogrogian.

- | | |
|---------------------------|---------------------|
| 17. Pi Yu Chen | NJI & NDC |
| 18. Lavoria Clark-Fordham | NJI & NDC |
| 19. Linda Yancey | Recording Secretary |

The following stewards participated in the program:

- | | |
|----------------------------|---------------|
| 1. Michelle Draganigos | Flushing |
| 2. Kimberly Parker | NYC/Morgan |
| 3. Calixto Safont | NYC/Morgan |
| 4. Pamela Jiles-Blake | NYC/Morgan |
| 5. Annesia Williams-Arnold | NYC/FDR |
| 6. Huey Stanley | NYC/Times Sq. |
| 7. Janet Hurdle | NY L & DC |
| 8. Raymond Sheffield | Teterboro |
| 9. Ronald Owens | Teterboro |
| 10. Robert Leishman | Teterboro |
| 11. Joseph Eichler | Teterboro |
| 12. Hector Coella | Teterboro |
| 13. Mahdi Abu Abdur Rashid | DVD |
| 14. Melissa Irby | Westchester |
| 15. Vance Jones | Westchester |
| 16. Lisa Taylor-Waugh | Westchester |

The following officers also participated:

- Vice President - Robert Blum
- Treasurer - Kevin Tabarus
- CT State Exec. Board Member - Tom Ruther
- NYC Branch President - Willie Delgado
- Flushing Branch President - Trevor Stuart



New York State Executive Board Member Retires



Andrew Piacente, NY State Executive Board Member, Arbitration Advocate, and Shop Steward of the Westchester Branch has announced his retirement.

Andy has been a Mail Handler and Union member since 1977. He first became a steward in 1979. He

has held various positions and effectively performed numerous functions for the Union during his long career. He served as the AVP/Branch President of the Westchester Branch from 1982 through 2002 and in 2011. Andy served as a delegate to the 2000,

2004, and 2008 NPMHU Conventions. He also served as a delegate to the 2011 LiUNA Convention. He has diligently been serving as the New York State Executive Board Member since 2009.

Andy shall be forever known for giving a humble but passionate appeal at the 2000 NPMHU Convention to change the name of "Administrative Vice President" to "Branch President."

We hope you join us in wishing Andy and his growing family all the best during his well deserved retirement.

**Join us for the 2012
Labor Day Parade.
Saturday, September 8th
Save the date!!!**

**LABOR
DAY**

National Postal Mail Handlers Union
Local 300, AFL-CIO
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New York, NY 10038