



Local 300

Mail Handler News

Winter
2010

National Postal Mail Handlers Union, AFL-CIO



WE NEED **YOU** to HELP
PROTECT YOUR JOB

... See pages 15, 17, and 21

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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)

The Northeast/NY Metro Area is aggressively implementing its plans to consolidate operations (primarily outgoing/cancellation operations) between installations.

These plans include taking the outgoing operations out of Queens and Staten Island and moving them into the Brooklyn P & DC. The 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. Despite our efforts, the USPS has decided to go forward with this initiative. Their plan proposed the loss of 26 jobs (all crafts and non bargaining employees) including 7 Mail Handlers. Through negotiations and the number of Mail Handlers who took the early retirement incentive offer, Local 300 ensured that no Mail Handler was involuntarily reassigned off of Staten Island. While 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.

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 proposed the loss of 116 jobs (all crafts and non bargaining employees) in the Flushing Branch including over 40 Mail Handlers. 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 and participated in the public hearing the Postal Service held to discuss the Queens consolidation. Once again the Postal Service ignored our concerns and implemented its ill conceived plan.

Once again Local 300 was able to minimize the inconvenience and dislocation to the Mail Handlers targeted for reassignments. Through negotiations and because of early retirements and senior volunteers, only 3 Mail Handlers were involuntarily reassigned out of the Flushing Installation. Mail Handlers were reassigned to the Brooklyn P & DC (Involuntary and Voluntary) and to the Mid Island P & DC (Voluntary only).

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 proposed the loss of 35 jobs, including 17 Mail Handlers. Through intense negotiations and because of several Mail Handlers opting for the early

retirement incentive, Local 300 was able to ensure that no Mail Handlers were reassigned out of Western Nassau.

Newark to DVD AMP/West Jersey to Teterboro and Kilmer AMP/Kilmer to DVD and Trenton AMP

The USPS also has 3 other Area Mail Processing (AMP) initiatives currently under consideration. These include the consolidation of Newark's incoming mail into DVD, the consolidation of West Jersey's incoming mail into Teterboro and Kilmer and the consolidation of Kilmer's outgoing mail into DVD and Trenton.

Newark to DVD 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 Newark incoming operations into DVD. Since the outgoing operations have already been consolidated into DVD, this would effectively close the Newark P & DC. Management claims that between 10 and 16 Mail Handlers would remain in Newark when the consolidation is implemented.

Local 300 President Paul Hogrogian and Vice President Robert Blum attended a public hearing along with Newark Branch President Robert Koontz and many stewards and members from the Newark Branch. At this meeting Local 300 representatives pointed out how this plan, if implemented, would increase transportation costs

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President's Report (from Page 3)

and adversely affect service delivery standards.

The Postal Service has notified the Union on January 5, 2010 that they have approved the consolidation. Local 300 will strive to ensure that affected Mail Handlers are reassigned to "landing spots" within the Local Commuting Area and that inconvenience and dislocation are kept to an absolute minimum.

West Jersey to Teterboro and Kilmer AMP

Local 300, along with community groups, large mailers and the other postal unions (APWU and NALC), has voiced strong opposition to the Postal Service's plans to move the West Jersey incoming operations into Teterboro and Kilmer. Since the West Jersey outgoing operations have already been consolidated into DVD, this plan, if implemented, would close the West Jersey P & DC. West Jersey currently employs over 95 Mail Handlers.

Local 300 Vice President Robert Blum and Treasurer Kevin Tabarus attended a public hearing along with West Jersey Branch President Brian Odums and many stewards and members from the West Jersey Branch. At this



West Jersey AMP Public Meeting

meeting Local 300 representatives once again pointed out how this plan, if implemented, would increase transportation costs and adversely affect service delivery standards. Many representatives of large mailers also spoke up at the meeting about how the implementation of the Postal Service's consolidation plans would adversely affect their business and operations.

As in the other consolidation public hearings, the Postal Service claims that they have not made a final decision on this plan. While this plan appears to be on the back burner for now, we believe that it is a foregone conclusion.

Kilmer to DVD and Trenton AMP

Local 300, community groups and the other postal unions (APWU and NALC), has voiced strong opposition to the Postal Service's plans to move the Kilmer outgoing operations into DVD and Trenton.

Local 300 President Paul Hogrogian, Vice President Robert Blum and Treasurer Kevin Tabarus attended a very vocal public hearing along with Kilmer Branch President Thomas Hynes and many stewards and members from the Kilmer Branch. At this meeting Local 300 representatives pointed out how this plan, if implemented, would increase transportation costs and adversely affect service delivery standards. The Postal Representatives at the meeting presented confusing and often conflicting information concerning their proposals.

While the Postal Service once again claims that they have not made a final decision on this plan, 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



Kilmer AMP Public Meeting

they would save millions once their plans are implemented. Local 300 will continue to vigorously oppose these consolidation plans through all available avenues. Local 300 will continue ensure that the Postal Service complies with ALL provisions of the National Agreement, specifically Article 12, when implementing their ill conceived plans. Local 300 will also continue to strive to ensure that all dislocation and inconvenience to its members is kept to an absolute minimum.

Bronx DMU to Morgan

The Postal Service has moved the pallet break up operation from the Bronx DMU to Morgan to be performed on Morgan's APPS machine. The Postal Service also moved the processing of standard letter trays from the Bronx DMU to Morgan. As a result of these moves, the USPS proposed to excess 8 Mail handlers out of the Bronx Installation. Through the swift intervention of Local 300 Paul Hogrogian and Bronx Branch President Andre Spence, the involuntary reassignment of any Mail Handler out of the Bronx Installation was prevented.

NJ (Carteret) & NY (Bronx) SURFACE TRANSFER CENTERS (STC)

The USPS, as part of its network reorganization, continues to consider 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 continues to conduct 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 the Postal Service is looking for other alternatives for the operations currently being performed at the Bronx STC. It is my opinion that the USPS is looking to move Bronx STC operations to other installations and close the Bronx STC. The Postal Service has already moved certain STC operations to Flushing (QGMF).

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

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

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

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

Training

Local 300 has continued to implement its aggressive training programs.

Steward Training for new stewards was held in February 2009. National Shop Steward Trainer Sam D'Ambrosio and Local 300 President Hogrogian provided the training. Training for new stewards will also be held in February of 2010.

Local 300 also provided Article 12/ FMLA refresher training for Local 300 Branch Presidents and Executive Board members in November 2009. Local 300 President Hogrogian and D'Ambrosio were the instructors for this training. Another class is scheduled for February of 2010.

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

Finances

Local 300 has continued to reduce our expenses while providing quality representation to our members. We continue to build up union funds to ensure that Local 300 will be able to continue to function while we face the problems that lie ahead.

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.

RI 399 – Craft Jurisdiction

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.

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 (4 machines), Mid Island (4 machines), Westchester (1 machine) and Stamford (1 machine) facilities sometime in 2010.

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

I believe that we have weathered the worst that the Postal Service could offer. We have kept adverse impact to Mail Handlers to an absolute minimum and we will continue to strive to do so. I believe that mail volume will begin to return in 2010. The return of mail volume should then translate into more Mail Handler work and more Mail Handler jobs.

I would like to take this opportunity to wish all Local 300 members and their families a happy and healthy 2010.

Paul Hogrogian - President

Recent Arbitration Decisions

The following awards and decisions were recently issued within the jurisdiction of Local 300. Local 300's arbitration advocates should once again be commended for their superlative performances. To All Local 300 Advocates: CONGRATULATIONS AND THANKS FOR A JOB WELL DONE. KEEP UP THE GOOD WORK!

1) Arbitrator Sarah Cannon Holden ruled that the USPS violated the National Agreement when it failed to convert the senior PTF to Full-Time Regular status. Brooklyn Branch President Yvette Johnson represented Local 300.

2) Arbitrator Robert Tim Brown rescinded a Removal issued to a Mid Island Mail Handler for CAWOL. The Grievant had been issued a prior removal which was overturned at arbitration. The Grievant did not return to work after that previous removal was modified. The arbitrator cited the fact that the USPS did not properly notify the Grievant to return to work. The arbitrator awarded full back pay. Mid Island Branch President Robert Lussos was Local 300's arbitration advocate.

3) Arbitrator Sherrie Rose Talmadge ruled that the USPS violated the National Agreement by not allowing a Garden City (Associate Office) Mail Handler to work rest day overtime while at the same time allowing clerks to perform Mail Handler functions. The arbitrator awarded overtime pay to the affected Mail Handler. Local 300 Treasurer Kevin Tabarus represented Local 300.

4) Arbitrator Sarah Cannon Holden ruled in two (2) separate awards that the USPS violated the National Agreement by not allowing a Secaucus (Associate Office) Mail Handler and a Bayonne (Associate Office) Mail Handler to work rest day overtime while at the same time allowing clerks to perform Mail Handler functions. The arbitrator awarded overtime pay to the affected Mail Handlers. NJ State Executive Board Member Charles Price represented Local 300.

5) Arbitrator Sherrie Rose Talmadge modified a Removal issued to a DVD Mail

Handler for alleged attendance related infractions (CAWOL). The arbitrator cited mitigating circumstances such as the fact that the Grievant's 23 years of service and good record. DVD Branch President Ray Bermudez was Local 300's arbitration advocate.

6) Arbitrator Holden ruled that the Postal Service violated the National Agreement by allowing overloaded post cons to be used on an ongoing basis in Mid Island. The arbitrator stated that this was in violation of the Postal Service's own directives and constituted a safety hazard to Mail Handlers. The arbitrator ordered the Postal Service to comply with its own directives. Branch President Robert Lussos was Local 300's arbitration advocate.

7) Arbitrator Thomas Fritsch ruled that the Postal Service violated the National Agreement when it failed to correct safety hazards in the parking lot. The arbitrator ordered the Postal Service to complete the necessary repairs. Brooklyn Arbitration Advocate Mark Williams was Local 300's arbitration advocate.

8) Arbitrator Joseph Cannavo modified a Removal issued to a Morgan Mail Handler for improper conduct (forging postal documents). The arbitrator cited the fact the penalty of removal was excessive in regards to the actual misconduct. NYC Branch President Willie Delgado represented Local 300.

9) Arbitrator Cannavo modified a Removal issued to a Bronx Mail Handler for attendance related infractions and violation of a Last Chance Agreement (LCA). The arbitrator cited mitigating circumstances. Bronx Branch President Andre Spence represented Local 300.

10) Arbitrator Talmadge modified a removal issued to a Brooklyn Mail Handler for engaging in an altercation with another employee. The arbitrator ruled that the penalty of discharge was punitive and not corrective and cited procedural defects in the Notice of Removal. Brooklyn Arbitration

Advocate Mark Williams was Local 300's arbitration advocate.

11) Arbitrator Thomas Fritsch ruled that the Postal Service violated the National Agreement when it failed to pay a Mid Island Mail Handler back pay that he was owed as a result of a prior arbitration award. The arbitrator ordered the Postal Service to complete the necessary adjustments. Mid Island Branch President Robert Lussos was Local 300's arbitration advocate.

12) Arbitrator Fritsch modified a Removal issued to a DVD Mail Handler for attendance related infractions. The arbitrator cited mitigating circumstances and the fact that the penalty was too severe. DVD Branch President Ray Bermudez represented Local 300.

13) Arbitrator Garry Wooters ruled that the Postal Service violated the National Agreement when it refused to permit a Brooklyn Mail Handler to return to work and denied him light duty. The arbitrator ordered the Postal Service to restore the leave used by the Grievant. Brooklyn Arbitration Advocate Mark Williams was Local 300's arbitration advocate.

14) Arbitrator Garry Wooters ruled that the Postal Service violated the National Agreement when it failed to grant Mid Hudson Mail Handlers Administrative Leave for a December 2008 snow storm. The arbitrator ordered the Postal Service to restore the leave used by the Grievants. Local 300 Arbitration Advocate Bernie Schramm was Local 300's arbitration advocate.

15) Arbitrator Talmadge modified a removal issued to a Brooklyn Mail Handler for attendance related infractions. The arbitrator ruled that the penalty of discharge was punitive and not corrective and awarded back pay. NY State Executive Board Member Andrew Piacente was Local 300's arbitration advocate.

16) Arbitrator Garry Wooters modified a removal issued to a NJI & BMC Mail Handler for alleged OWCP Fraud (working

Recent Arbitration Decisions

another job while collecting COP) to a 30-day suspension. The arbitrator ruled that the Postal Service did not show the employee intended to obtain benefits by fraud or deceit. NJI & BMC Branch President Tom Mullahey advocated the appeal for Local 300..

17) Arbitrator Sherrie Rose Talmadge ruled that the USPS violated the National Agreement when they issued a Brooklyn Mail handler a Notice of Removal and denied the Grievant his 30-days on the clock entitlement provided for in Article 16.5. The arbitrator awarded pay to the affected Mail Handler. Local 300 NJ State Executive Board Member Charles Price represented Local 300.

18) Arbitrator Talmadge ruled that the USPS violated the National Agreement by delaying a Brooklyn Mail Handler's return to work after he was found fit for duty. The arbitrator awarded back pay to the affected Mail Handler. Local 300 NJ State Executive Board Member Charles Price represented Local 300.

19) Arbitrator Holden, in two (2) separate awards, ruled that the Postal Service violated the National Agreement and a prior arbitration award by not providing requested information to the Union concerning a grievance protesting bid reversions. The arbitrator ordered the Postal Service to post the reverted positions. Branch President Robert Lussos was Local 300's arbitration advocate.

20) Arbitrator Holden ruled that the Postal Service violated the National Agreement and Article 17 of the CIM by not allowing the Union to take photographs in conjunction with a grievance investigation. Mid Island Branch President Robert Lussos was the Union's advocate.

21) Arbitrator Holden ruled that the Postal Service violated the National Agreement and the ELM when it denied the Grievant 240 hours of advanced sick leave. Branch President Robert Lussos was Local 300's arbitration advocate.

22) Arbitrator Joseph Cannavo modified a Removal issued to a Morgan Mail Handler for attendance related infractions and a violation of a Last Chance Agreement. The arbitrator modified the removal citing mitigating circumstances. NYC Branch President Willie Delgado represented Local 300.

23) Arbitrator Fritsch modified a removal issued to a Mid Island Mail Handler for engaging in an altercation with another employee. The arbitrator cited procedural defects in the Notice of Removal. Mid Island Branch President Robert Lussos was Local 300's arbitration advocate.

24) Arbitrator Holden modified a Removal issued to a Westchester Mail Handler for allegedly punching a supervisor in the stomach. The arbitrator cited extenuating and mitigating circumstances and the fact that the penalty was too severe. Local 300 NY State Executive Board Member Andrew Piacente represented Local 300.

25) Arbitrator Garry Wooters ruled that the Postal Service violated the National Agreement by hiring casuals in lieu of career Mail Handlers in Western Nassau. Local 300 President Paul Hogrogian advocated the appeal for Local 300.

26) Arbitrator Robert Tim Brown ruled that the Postal Service violated the National Agreement by hiring casuals in lieu of career Mail Handlers in Westchester. Local 300 Connecticut State Executive Board Member Tom Ruther advocated the grievance.

27) Arbitrator Joseph Cannavo ruled that the Postal Service violated the National Agreement by hiring casuals in lieu of career Mail Handlers in Killmer/Kilmer. Local 300 President Paul Hogrogian advocated the appeal for Local 300.

28) Arbitrator Sarah Cannon Holden in two (2) separate awards ruled that the Postal Service violated the National Agreement by reverting Mail Handler positions and using casuals to work in the reverted positions. Brooklyn Branch President Yvette Johnson

and Brooklyn Chief Stewards Mark Williams and Howard Spindler represented Local 300 in these cases.

29) Arbitrator Amy Lynne Itzla, in an expedited award, rescinded a 7-Day Suspension issued to a Westchester Mail Handler for "alleged unacceptable conduct." The arbitrator cited the fact that the behavior (improper language) was not threatening, intimidating or otherwise in violation of the Postal Service's rules and regulations. NY State Executive Board Member Andrew Piacente represented Local 300.

30) Arbitrator Linda Chin, in expedited award, modified a 7-Day Suspension 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.

31) Arbitrator Frank Giordano, in expedited award, rescinded a Letter of Warning issued to a Mid Hudson Mail Handler for failing to follow instructions and failing to work in a safe manner. The arbitrator ruled that the Postal Service did not carry the burden of proof necessary to support the discipline. Connecticut State Executive Board Member Thomas Ruther represented Local 300.

32) Arbitrator Chin, in another expedited award, sustained a grievance protesting supervisors performing bargaining unit work. The arbitrator awarded 85 hours of overtime pay. Westchester Arbitration Advocate Junior Suarez represented Local 300 in this arbitration.

33) Arbitrator Itzla, in expedited award, ruled that the Postal Service violated the National Agreement by improperly bypassing a Newark Mail Handler for overtime. The arbitrator awarded overtime pay for the violation. Local 300 Vice President Robert Blum advocated this arbitration for Local 300.

Paul Hogrogian
President
Local 300/NPMHU



Vice President's Report

By Robert "Bobby" Blum

So much change in such a short period of time has Mail Handlers and other Postal Employees constantly on edge and losing morale. Despite being moved from one facility to another and from one tour to another, we continue to serve the public in a dedicated and proficient manner. Nearly every Mail Handler within Local 300 has felt the effects of change. Even in facilities that have gained work and for Mail Handlers who work there, there are adjustments in seniority and assimilation of the new folks into the workforce. Much has taken place, politically, economically and within the Postal Service since our last Newsletter. With all that's going on, is there light at the end of the tunnel?

The Postal Service continues to initiate and pursue consolidations, closings and "tour compressions", much of which is addressed in President Hogrogian's article and need not to be repeated here. Let's examine some other factors both negative and positive.

The issues within the Postal Service should be addressed from the top down. Sweetheart real estate deals and big bonuses combined with an upper management structure that is exceptionally fat all need to be changed. With all the movement and changes it's a hard pill to swallow that bonuses have been paid out while the Postal Service swims in a sea of red ink.

FSS

Implementation continues to move forward despite problems. While we are certainly gratified that Mail Handlers have jurisdiction over nearly all the work. These machines still have not yet met contractual efficiency and productivity standards. This fact combined with a 20% reduction in flat mail volume over the last two years has put doubt into the actual savings that these machines will provide. USPS management has responded by increasing the territory that will be served by Phase 1 machines. Each machine will serve far more addresses than originally

intended. This suggests that the original savings estimates may be no longer possible.

5 Day Delivery

This issue will be receiving much more attention in the coming months. USPS has already floated this idea to Congress. Postmaster General Potter has said that six day delivery no longer makes sense. The Postal Regulatory Commission estimates annual savings at about 1.9 billion dollars. Potter has already lobbied stakeholders to cut delivery days to five. Ruth Goldway, Chairperson of the PRC, said that the PRC expects to review a possible change in delivery days per week in the coming year.

Workforce/Installation Reductions & Mail Volumes

We all are aware that through attrition, early retirement offers and incentives to resign, the Postal Service has reduced its workforce. However the workforce reductions did not keep pace with the decline in mail volumes. In the last fiscal year mail volume was down 13% and revenue was down 9%, but the number of career employees declined only 6%. This past November former Deputy Postmaster Michael Caughlin testified before Congress that the Postal Service must have a "smaller footprint" in order to survive. He further said that the Postal Service's current approach to cutting costs (workforce, installations) does not do enough to shrink the operating network down to current levels of demand or the even lower levels of demand that are expected in the years to come. Caughlin estimated that the workforce should be around 400,000 employees (currently over 600,000).

Prime examples of declining mail volumes are Newsweek Magazine and the J.C. Penney "Big Book" Catalog. The number of copies of Newsweek that were mailed in the U.S. is down more than one million from two years ago. The J.C. Penney 2009

fall/winter catalog, also known as "Big Book," was its last semi-annual telephone-sized book. The final catalog's circulation was nine million books.

The United States General Accounting Office (GAO) did a study of the USPS financial condition and found that the Postal Service's financial condition and outlook deteriorated significantly during fiscal year 2009. The USPS was not able to cut costs fast enough to offset declining mail volume and revenues resulting from the economic crisis and changing mail use. The GAO added USPS to its high risk list. Even with congressional action that relieved the Postal Service of 4 billion dollars to prefund retiree health benefits, the Postal Service's outstanding debt has exceeded 10 billion dollars. At this rate the USPS will reach its total statutory debt limit in fiscal year 2011. The GAO's report said the USPS will continue to make significant reductions in its workforce and network costs. Piggybacking on this, the Office of Inspector General (OIG) recommended in a report released January 2010 that the USPS aggressively pursue processing and distribution center and other plant closures to eliminate excess capacity.

The Mailers Council, a coalition of mailers and mailing associations which account for 70% of mail volume, recommended that there needs to be further reductions in the USPS workforce. They stated that the Postal Service must be allowed to close unneeded facilities and consolidate its retail network. They also recommended that the Postal Service needs greater control over employee compensation and that Arbitrators should consider the financial health of the Postal Service when making decisions in the collective bargaining process.

Legislative/Political Action

Local 300 & the NPMHU continue with our aggressive political and legislative agenda. One result of this was the passing of H.R. 2918 a few months ago which granted one

year of financial relief to the Postal Service by allowing a postponement of 4 billion dollars out of a 5.4 billion dollar payment to the Retiree Health Benefits Fund. The push continues to grant additional years of relief to the Postal Service.

Additionally with lobbying from the NPMHU and other federal and postal labor organizations, H.R. 2647 was signed into law by President Obama this past October. This law entitles FERS employees who retire to have the same benefit that CSRS employees have had. They will now be able to credit accrued sick leave toward an increased annuity. It will be phased in over a four year period with retirees between now and 2013 getting 50% credit. As of 1/1/2014 retirees will get 100% credit for unused sick leave. NPMHU President Hegarty gave credit to the lobbying efforts of Mail Handlers who attended last May's Legislative Conference as well as our allies in Congress. Once the Health Care Bill debate reaches a conclusion, postal issues will again come to the forefront. Our agenda will include H.R. 1686/Mail Network Protection Act which would require the Postal Service to bargain with unions representing Postal Employees before entering into a contract for mail processing, mail handling or surface transportation of mail if the contract, in a 12 month period, would involve work that would otherwise be performed, in whole or in part, by those employees. Also H.R. 658/Access to Postal Services Act which would basically make it harder for the Postal Service to close or consolidate facilities by modifying the procedures they must follow.

The aforementioned PRC Chairperson Ruth Goldway said the Postal Service's mission is to bind the country together through its universal service network. She stated that the USPS is literally part of the fabric of the nation. Rep. Danny Davis stated that the country needs the Postal Service because it keeps the link between people alive.

Privatization

The Postal Service for the time being has not initiated any major privatization plans. The keeping of Bulk/NDC work in house is a prime example. In another sign of the

reversal, the Postal Service announced in November a new procedure for handling mail transport equipment (MTE) by reducing its reliance on the separate facilities that were outsourced years ago. As a result approximately 8 of the 23 private facilities will be closed. The work that will be created will be done in house and falls within the primary jurisdiction of the Mail Handler Craft. Similarly Japan, which is the world's second largest economy behind the United States, recently passed a law to halt the privatization of their postal service. This will reverse efforts to transform Japan Post into smaller private companies. It will instead revert to its former status as a key nonprofit organization.

Mail Volume/Products

Credit Card mailings have begun to rise. In October there was a 34% increase in these mailings from a year earlier. 180 million offers were sent out in October up from 134 million the year before.

Small firms which had cut costs in part by eliminating mailings saw a dramatic drop in business. Originally thought to be due to the economy, many customers contacted small businesses wondering why they no longer received mailings. Many businesses found out that mail was still the most effective way of reaching customers and that people more readily deleted an email than throw out a piece of mail. These companies have begun to resume targeted mailings.

New sources of revenue to supplement universal service are being explored. In November the House Oversight and Government Reform Committee conducted hearings focused on the development and diversification of new products and services. This included banking and insurance products which are provided by Postal Services throughout the world. There is also an initiative to broaden the definition of postal services to include

"electronic services". The USPS has more retail outlets than McDonalds, Starbucks and Walmart combined. Discussion has also begun regarding the Postal Service running a national lottery. The national scope of the Postal Service could exceed that of current multi-state lotteries which generate hundreds of millions of dollars if not billions annually.

Installations

The NDC in Jersey City is providing opportunities for Mail Handlers facing excessing from other facilities. Although the Postal Service continues to look for consolidation opportunities, they have drastically cut back the list of stations and branches being considered for closing. Originally the list had over 3,000 offices on it. This list has been reduced four times, now down to 168. Public outcry and political pressure have stopped some consolidations and closures. The Postal Service has admitted that a large public outcry can prove to be the determining factor. Local 300 representatives continue to speak and testify at all public hearings concerning consolidations/closures.

The Postal Service has made many poor decisions in attempting to cut its way to profitability which will never happen. Almost always the employees suffer the consequences, yet the decision makers are not held accountable. Sadly they have forgotten we are a service. We are optimistic that in 2010 we will turn the corner. Stay Strong.

In Solidarity,
Bobby Blum
Vice President



(l-r) Paul Hogrogian Local 300 President, Ex-NJ Gov. Corizone, Bobby Blum Local 300 Vice President



Treasurer's Report

By Kevin Tabarus

Finances

I am pleased to inform you that Local 300's financial situation continues to improve.

We will still continue to look for different means to reduce our operating expenses. Local 300 has been enacting conservative spending practices for years. This effective cash management has ensured the proper handling of union funds and reduced our expenses. Our long term financial plan is to be able to consistently provide effective union representation for many years to come. Effective and efficient union representation is not free and does not come cheap. Funds are needed to properly process grievances as well as the costs of arbitration.

All union officers have a fiduciary responsibility to manage and invest union funds prudently. Such financial management has been consistent with Local 300 policies, and the NPMHU Uniform Local Union Constitution. These union funds have been managed and invested solely for the benefit of the Union and its members. ***Our mission is; to be able financially, to operate for the betterment of conditions to the benefit of the membership.***

Local 300's handling of union funds has followed the Prudent Man Rule. "Those with the responsibility to invest money for others should act with prudence, discretion, intelligence, and regard for the safety of capital as well as income." Both the Local 300 Executive Board and the Local Union Council have taken into account the functions of the labor organization as it applies to cash management.

During 2009, the union was financially prepared to handle and foresee changes to our financial structure. Last year, we incurred a new expense, the NY Metro Commuter Tax. This is a payroll related expense for which many 'employers' in the NY Metro Area were subjected to. We were prepared for this new expense, well in advance.

In addition, last year hundreds of members accepted the \$15,000 buyout offer. This resulted in financial loss of thousands of dollars a month in dues revenue. Again, Local 300 was financially prepared to absorb this loss.

Due to Local 300 being sound financially, there was no need for us to go into a panic mode. While the changes in financial structure such as described above would adversely affect most labor organizations, Local 300 was prepared well in advance. These changes have had no impact on the quality of union representation.

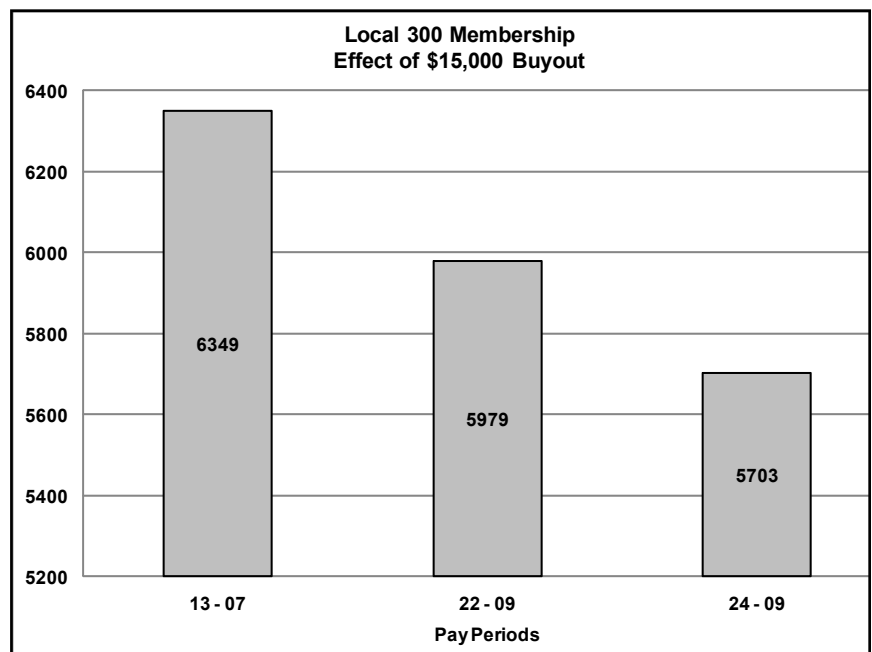
Local 300's financial internal control processes have been enhanced. The internal control process is reviewed constantly and fine-tuned. These controls are needed to safeguard our assets, provide efficient processing of transactions, and promote the accuracy of financial statements.

In 2009 several training programs were conducted, with more planned for 2010. 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, as it is an investment in our future."***

Local 300 Membership Report

Since my last membership report in the Summer of 2009, the amount of regular members decreased dramatically. This decrease is mainly due to the \$15,000 buyout offer. We had gained some new members (ex-Clerks and ex-Carriers coming to our craft). We still 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; current Mail Handler non-members, ex-Clerks, and ex-Letter Carriers. They should be encouraged to join Local 300 with a NPMHU Form 1187 (sign-up form).

The chart below reflects the membership totals for Local 300. The totals are displayed to demonstrate the fluctuations that have occurred over time. Since I have been Treasurer, I have been tracking the amount of Local 300 Members. The highest amount



of Local 300 members since July 2007 was 6,349 which occurred in pay period 13-2007. The amount of members declined over time mainly due to attrition. Prior to the \$15,000 buyout offer we had 5,979 members in pay period 12-2009. After the \$15k buyout we had only 5,703 members in pay period 24-2009.

Local 300 Newsletter Editor

The theme of this issue is MEMBERSHIP INVOLVEMENT. On the cover page of this newsletter is an image of "Uncle Sam." This is used to increase your awareness that you 'the member' need to be involved. The Union is not comprised of only officers and stewards. It is predominately comprised of members. The officers and stewards need your help. There are three (3) main issues that we are focusing on to target **more MEMBERSHIP INVOLVEMENT**;

- (1) Reporting who is doing Mail Handler work (Clerks, Supervisors, etc.) **Pg 15**
- (2) Joining the NPMHU PAC fund **Pg. 17**
- (3) Recruiting non-members into the Union - **Pg. 21**

These three (3) issues can be easily found in this issue. So look for the image of Uncle Sam in this newsletter and become an involved member.

This newsletter has been providing valuable information to the membership of what has been happening within the Local area. If you have any suggestions or input regarding the newsletter, please feel 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 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. You can find breaking news that affects the Mail Handler craft.

There is a large amount of information on the website to be used for effective

contract enforcement. Click on the 'RESOURCES' tab on the left side of the page. There you will find a large amount of information including the National Agreement, Contract Interpretation Manual (CIM), and much more. On the right side of the RESOURCES page you'll be able to find the 'STEWARDS CORNER'. This is where many Union Forms are located, a link to a CONTRACT ADMINISTRATION page, and many relevant USPS Handbooks / Manuals / Publications.

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.

Political Action Committee

Political Action is very important in these trying times. 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.

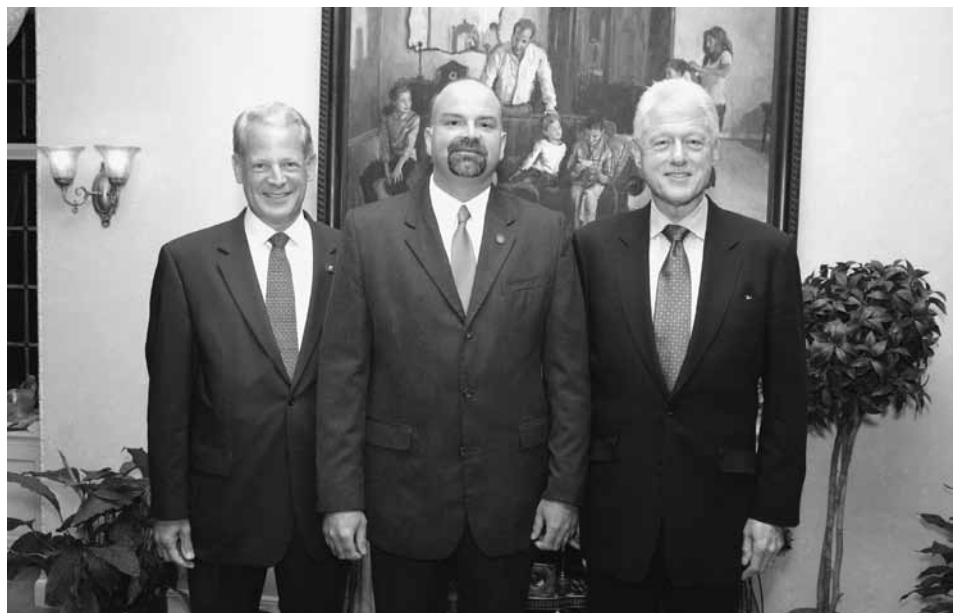
I also ask that you consider helping yourself by joining the Political Action Committee (PAC) for the NPMHU. Instructions on how to join are in this newsletter. If you need help joining the PAC, please feel free to contact me at Local 300 headquarters. Due to federal regulations, we cannot use Union funds (dues money) for the PAC. The NPMHU PAC is funded solely from voluntary donations. These funds are disbursed to all labor friendly candidates (Democrats, Republicans, Independents, etc.) to be used for their election campaigns. We need to keep labor friendly candidates on Capitol Hill. Because of efforts like this on Capitol Hill, **the FERS Sick Leave provision was signed into law on 10/28/09 by President Obama!**

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

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 year.

Kevin Tabarus - Treasurer



NPMHU Local 300 attended a special event for NY Congressman Steve Israel (D - 2nd district) on September 14th. This event featured a special guest, President Clinton. Representing the NPMHU was Local 300 Treasurer Kevin Tabarus.



OUR FAITH WILL BE TESTED

By Linda Yancey

Recording Secretary & Chair-Local 300 Women's Caucus

There is an old Mexican proverb that says: "A house does not rest upon the ground; it rests upon the shoulders of a woman". How profound is this; especially at this time in our postal lives.

For women, our thinking always starts and ends with family. Who else can take home the bacon, fry it up in a pan, feed the kids, and take on hubby all in the same day. Women are very resilient and have always taken on the challenges of life. Through the hot flashes, the crying baby, juggling the budget, and always lending someone a shoulder to lean on; women have always relied on that inner strength to get them through the tough times. We rely on the strength of friends, family, co-workers and clergy. Even just talking to a person at the grocery store or at a bus stop sparks a kinship; an identification, a sympathetic ear to each others problems.

Now that we know where we all stand with the Postal Service; again, women are faced with another crisis; another item added to our to-do-list. Women will have to break down more barriers and wrestle from more chains then ever before; because for us the impact of postal transformation will be more challenging.

We know that part of change involves

fear of dealing with the unknown. If our workplace or job changes in any way we will have to step up yet again, face it and try to make it work in our favor. But the changes do not have to be negative. Sometimes the opportunities it can present may indeed be far more beneficial than first thought; so it is important to first understand the changes; know how it will impact you personally, and how you can get the most out of the situation.

During this time amid the Postal crisis; our faith will be tested. We will have to call on that inner strength we rely on and get the house in order. Yes, the change will bring about conflicting obligations, personal stresses, financial messes; a feeling of being stigmatized; and for sure plenty of personal reflection. But its times like these that make women more resilient and emotionally qualified to deal with stress, loss, risk, and other difficulties associate with change.

Women understand that change requires one to be flexible; and that with flexibility the greater your chances are of being successful. And because women are so rooted to mother, grandmother, aunt and surrogate; what we've learned from these individuals are life lessons of coping, adjusting and more often; even learning

to do without some things. Now those lessons will be put to the test more than ever.

Right now, we may feel hampered by a fear of the uncertain; but this has never distracted us from our calling. Quickly, we'll have to get to the stages of acceptance; take a realistic look at the requirements of our new situation; acknowledge it; and then move on. Easy to say and hard to do I know; but you are not alone.

Membership has its benefits. And with the assistance of Local 300 and The Women's Caucus we are here to help you through this crisis. It is our mission to try to minimize the factors of change by going outside the normal channels to assist you in your time of need. We've talked to others in similar situations; found out what difficulties other people experienced, and how they dealt with it. We know that it's times like these is when we start to self-assess; so it is encouraging to know that in trouble times an organization like the Women's Caucus (the extended arm of Local 300) is there to help you put things into perspective.

Please feel free to contact us at: NPMHU Local 300 Women's Caucus, 111 John Street, Suite 710, New York, NY 10038

Local 300 Social Event - RYE PLAYLAND

HAVING A WONDERFUL TIME...

...WISH YOU WERE HERE

Sunday, August 19, 2009 -- What started out to be a rainy day; turned out to be a sunny occasion for Local 300 members and their family and friends at Rye Playland, in Westchester County. Gray skies did not stop members from enjoying the rides, wonderful attractions and the delicious BBQ cuisine, provide by Cullinart in the scenic seaside picnic pavilion.



Members also enjoyed the sounds of rocking "Old School" music provided by renowned



Dee Jay - Andre Spence. (DJ Spence is also, Branch President of the Bronx).

- Linda Yancey / Recording Secretary

Over 450 members, their families, and their guests attended this year. Local 300 was proud to subsidize this social activity for members and their families. The Mail Handlers Benefit Plan raffled a TV for the event. Which was won by James Latorraca of Carteret.



National Reassessment Program (NRP)

By Thomas Mullahey - NJI/BMC Branch President

The NDC is the guinea pig for the latest USPS attempt to do an end run around the "no lay off" protections in the MH contract. They've been thwarted in getting us to quit by disruptive time changes. They've been beaten back by the union in trying to take away our rights to sick leave, annual leave, and FMLA.

Now Postal Headquarters has come up with a "new" version of the Phase 2 National Reassessment Process (NRP) to force injured workers out the door. Like the original NRP, this process is predicated on management's unilateral creation of standards that are not found in the language of the contract or federal law. ELM 546.142 (the official postal application of the FECA - Federal Employees Compensation Act) says that when a worker partially recovers from a compensable injury, the employer must assign them to duties "consistent with the employee's medically defined work limitation tolerance." This is a legal obligation, not a favor.

Medical limitations and duties that meet them can be measured objectively. For example: If you can't lift over 25 pounds, management has to find a work assignment with mail under 25 pounds.

But instead, management has contrived a terminology that can be interpreted subjectively to pick and choose who gets work and who doesn't. Calling it a search for "necessary" or "productive" work sounds okay. But the NRP team is using these terms to violate the legal rights of injured or disabled workers.

The Americans with Disabilities Act (ADA) demands "reasonable accommodation" for workers with disabilities. The FECA calls for work to be provided within medical limitations. These are federal law.

The NRP team says that such accommodation is "make work" and not acceptable. Plus, the Phase 2 "Stand Up Talk," warns that the right to limited duty will now be eliminated. In order to work a job within their medical restrictions, employees must sign that they may be sent home intermittently on LWOP and be forced to file bi-weekly for partial compensation. Instead of fulfilling its obligation

to those injured on duty, the USPS threatens constant stress and insecurity.

So, is management just too stupid to understand the law? On the contrary, the brain trust in Washington is well aware that much of what they are trying will lose in the long run. They admit that this will cost millions in grievances, compensation pay, EEO cases, MSPB cases, lawsuits, and endless paperwork. But they are willing to spend this to force as many people as possible to retire, resign, or just plain quit.

They are well aware that a certain percentage of workers will be scared into insisting that their doctors make them fit for full duty on paper; a certain percentage will disappear into the bureaucracy of OWCP; a certain number will spend time and money fighting for their legal rights. But the Postal Service is willing to sustain these losses, because their goal is to intimidate the rest of the workforce. How many people will be afraid to report accidents if it means that they will be subjected to this process? How many people will just use their own leave or resign if they are too hurt to work? The NRP is intended to erode the right to claim compensation for on-the-job injury.

Who decides what "Necessary or Productive Work" means?

"Necessary" and "productive" work is seen differently by workers and management. The union was told that acting supervisors are doing "necessary work" and will not be reassessed by the team. People doing rewrap, culling, scanning of mail and containers, may not be doing "productive" work.

There is no real standard. Despite the large volumes of culling needed for the APPS, parcels needing rewrap, and the need to scan all mail and containers, a number of MHs are being considered "unnecessary." This is real work that has to get done; why is it suddenly termed "make work" or "non-productive"?

If cuts are to be made of "unnecessary work," why are there so many MDOs and Acting Supervisors in some parts of Mail Processing? Perhaps the first cuts should be the gaggle

of acting management personnel.

Some areas in the plant have one supervisor being spread over many P/Ls; other areas seem to require that the supervisor or manager be supplemented with actors on a daily basis. Since most of the Acting MDOs can't ever make a decision without consulting with the real MDO, what "necessary" function are they filling? Since most of the Acting SDOs have not passed any training, but just carry out someone else's orders, what makes that "productive"? Yet the Union was told that the National Reassessment Process team will not be touching the limited duty MHs who are used as Acting Supervisors, because that is "necessary work."

"An injury to one is an injury to all"

Unions were forged on the principle that "An injury to one is an injury to all." It doesn't matter who you like or dislike; an attack on any worker's rights threatens all of us. In this case, once the NRP team finishes with the limited and light duty MHs, management will choose a new target. The next hit team may move to the older Mail Handlers, the slower Mail Handlers, or the more outspoken Mail Handlers.

Think about it. If the current group of injured workers can be kicked to the curb for reporting compensable injuries, what does that mean for the future? If we don't fight together to stop it NOW, the atmosphere of intimidation will create a hostile work environment for everyone. Next month, next year, will you feel safe asserting your legal rights if you get hurt?

Falling behind financially?

Union SAFE may be able to help.



To find out how Union SAFE

may be able to help, visit:

UnionPlus.org/UnionSAFE

EdMail



Working Safer & Smarter = Job Protection

By Wilfredo Delgado

New York City Branch President

It is every Mail Handlers' obligation to help protect Mail Handler jobs. This Newsletter Issue is geared towards the active involvement of our members, in our efforts to PROTECT OUR JOBS!

Each day on the work floor, we see how Postal management continues to downsize operations and attempts to get more work done, with fewer employees. They continue to reduce Mail Handler positions, and expect us to work at a frantic pace or perform the work of more than one Mail Handler. **Let's not make it easy for management to cut our jobs.** Do not cut corners where safety is concerned. If you need help in moving the mail or lifting heavy loads ask your supervisor for help. The need for additional manpower will help protect our jobs. If they refuse to get you help; contact a Shop Steward; request a PS Form 1767 (Report of Hazard, Unsafe Condition or Practice) and submit it to your line supervisor. Management is required to return a copy to you, by the end of the tour. Give the PS Form 1767 to your steward and file an Article 14 grievance, if the safety issue is not corrected. Management always turns a blind eye to safety violations when it benefits them.

By working safer, we save on injuries (back, shoulder and knee injuries, hernias, muscle strains, etc...) to ourselves and

other Mail Handlers. Placing flat bucket trays as inserts on the bottom of ore-gons, gurneys, hampers and wire-containers/cages reduces the excess weight that we have to continuously push. The weight of an empty wire-container is 320 pounds, add the bundles of mail and you may be trying to move over 1000 pounds! Safely loading postcons to the $\frac{3}{4}$ level also reduces injuries. **If the equipment is overloaded, more than one Mail Handler runs the risk of getting hurt.**

If you have to push this equipment over un-even floors or up a ramp, adds to the potential of injuries. Working safer also increases the need for more Mail Handler positions. The primary function of our craft is to move the mail. **If there is more equipment to move, then there is an increased need for Mail Handler job positions.**

The Union, through collective bargaining, has secured our jobs, **but it is up to us to help secure our future.** Help protect your job and your health. **Let's work safer and smarter.** If you get hurt doing more than your job, management will probably take disciplinary action. The National Reassessment Process-Phase 2 (Outplacement) is now in most districts. Management will be evaluating all limited duty employees to determine if there is sufficient work to keep them employed. If you get hurt on the job, you run the

risk of falling into this category. Their goal is to reduce positions by getting the limited duty employees off the roles. **Management is pushing to make their goals on our backs.** Our goals are to go home to our families at the end of the day. As Mail Handlers, we take pride in doing our jobs well, each and every day. The job you help save may be your own. **"We do not get paid by the piece; we get paid by the clock."**

This is the time to step up; get involved in your Union and in our efforts to protect our jobs!

Remember: "A Fair Day's Work For A Fair Day's Pay."



Wilfredo Delgado (left) with NY Senator Chuck Schumer (right) at the 2009 Labor Day Parade



Occupational Disease

By Thomas Ruther - Connecticut State Executive Board Member

In the last newsletter I discussed the Traumatic Injury, now I would like to help with another type of injury an employee can have, the Occupational Disease. An Occupational Disease simply put is any type of injury that does not have a specific moment where the injury occurred. Most common types are Carpel Tunnel Syndrome, Herniated Discs, and Hernias. While these injuries can occur within a specific moment, they usually happen over a period of time.

To file a claim, you will need to request a CA-2 form from your supervisor. This will be filled out and submitted along with a "medical narrative" to your supervisor. A "medical narrative" is a letter from your doctor explaining the injury, the history of examinations, the

treatment that is planned and most important an opinion from your doctor detailing how performing the duties of your job caused this injury.

The big difference between the Traumatic Injury and the Occupational Disease is that you do not get paid Continuation of Pay with the Occupational Disease. If you will not be able to work because of your injury you will also need to submit a form CA-17 to get paid for your lost work hours from OWCP.

The most important things you can do with any type of on the job injury is to notify the Union immediately.



WE NEED YOU to HELP PROTECT YOUR JOB



We need your help. The Union representatives of Local 300 cannot do it alone. The members are the eyes and ears of this labor organization. We want your help in protecting your job.

What we need is more MEMBER INVOLVEMENT. When you see someone other than a Mail Handler doing Mail Handler craft work, you must report it to the Union. However, more information is needed besides telling a steward, "Hey, Joe Schmoe the supervisor is doing Mail Handler work on the platform!" More information is needed proper to file a grievance.

Getting involved could result in you or other members receiving \$\$\$ as a result of a grievance settlement. Even if you do not directly receive money, you are helping the Mail Handler craft and protecting your job. If non-Mail Handler personnel are allowed to do Mail Handler work without a grievance, we risk losing the jobs that we have been fighting to retain for decades.

Only Mail Handlers should be performing Mail Handler craft work.

On the following page is a form that should be used to help us win the battle (that seems to go on forever) to protect jobs for the Mail Handler craft. Complete this form with all of the information and give it to a steward.

FORM INSTRUCTIONS

| Column | Title | Description |
|---------------|-------------------|--|
| 1 | Date | Enter the date of the observation |
| 2 | Name | Name of the person observed performing Mail Handler work |
| 3 | Title | Title of the person performing Mail Handler work; (Plant Manager, Postmaster, MDO, Supervisor, Clerk, Letter Carrier, Clerk Casual, T.E., etc...) |
| 4 | MH Work Performed | Describe Mail handler Work performed in detail; (Unloading trucks, culling mail, dumping on SPBS #2, Flat Prep, etc...) |
| 5 | Time Start | Time they started doing Mail Handler Work |
| 6 | Time End | Time they finally stopped doing Mail Handler Work |

[illegible]

The above was witnessed by: _____ (signature)

_____ (print name)

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. # _____

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Meetings, Events, and Activities - Around LOCAL 300



National President Visits NJ NDC

On July 13th National NPMHU President John Hegarty toured the NJI/BMC to review how the transition to an NDC is affecting the Mail Handler craft.



Local 300 Social Activity - NY Mets vs. Washington Nationals 9/19/09



New York City Branch Meeting 7/15/09

Several key issues directly affecting the installation were discussed as well as other potential changes for the area.



Western Nassau Branch Meeting 12/6/09

On December 6th the Western Nassau Branch held their Membership Meeting. Several issues affecting the installation were discussed including: the AMP impact (with not one excessed Mail Handler), and the remedy for the Casual In Lieu of Arbitration. Several other issues impacting the local area were also discussed.



Flushing Branch Meeting 10/21/09

On October 21, 2009 the members of the Flushing Branch gathered for a meeting to discuss the impact of the Flushing AMP. Potential employee impacts were discussed. The contractual provisions involved with such reassignments were explaining in detail. The proposed new staffing, new bids, stand-by time were also discussed

Meetings, Events, and Activities - Around LOCAL 300



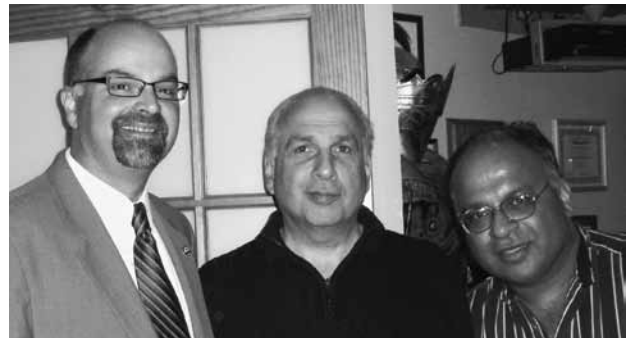
Stamford Branch Meeting 10/24/09

Mail Handlers gathered for the Stamford Branch Membership Meeting. As usual, there was an exceptionally large turnout for this meeting. Several issues directly affecting the installation were discussed.



Mid Island Branch Social Activity 12/26/09

On December 26, 2009 the Hicksville / Mid Island Branch held their annual holiday celebration. The members were ready to enjoy themselves since the Blizzard of 2009 had delayed the party by one week.



Newark Branch Meeting 10/3/09

On October 3, 2009 the members of the Newark Branch gathered for a meeting to discuss the impact of the proposed Newark AMP. Potential employee impacts were discussed. The contractual provisions involved with such reassignments were explaining in detail.



New York State Report

By Andy Piacente - New York State Executive Board Member

My father was a Long Shore Man, Local 1814 International Longshoreman's Association, AFL-CIO. My mother was a sweat shop seamstress with the International Ladies Garment Workers Union. Mom retired and newer immigrants came and took her place. They both worked tough jobs. I remember as a child, my father would work 12 sometimes 14 hour days at the Sugar House in Yonkers. Times were booming. Then later on, the overtime slowed down. I'd get to see him more. This continued until I would notice that he would work four days a week, sometimes two. There were trips to the unemployment office to "collect" for the days he didn't work. Luckily he was pretty close to retirement but I can imagine how the less senior, younger Long Shore Men must have been suffering.

Turns out, as I grew older, I learned that was the time containerization of merchandise from overseas took the place of pallets, boxes, and other containers that used to be unloaded from ship's holds by hand or by grappling hook. Through attrition, the ILA became a smaller entity than it once was. Many hands were not needed anymore. Now they would just lift these large containers that fit neatly on the back of a tractor trailer in the yard and just drive away. ... Sound familiar?

As Yogi Berra once said, *"It's Déjà vu all over again."* I had an old timer in the USPS once tell me, "Andy, they used to have a lot of companies that used to make buggy whips, they don't make many buggy whips anymore. Things change."

Things are changing. We are living it. These are historical times for everyone, not just Postal Employees. I'm not going to insult you and go down the list of changes. You live them just like I do. We all see what is happening. Mail that used to fill our buildings and provide us with overtime galore is just not here anymore. Like my father and the Long Shore Men, we are becoming a smaller entity. Will we lose our jobs? No, but I wouldn't recommend anyone telling their children to take the

Postal Service exam. It's like the buggy whips. We are becoming smaller. People are going to move around. In my home facility, we had about 90 Mail Handlers on Tour 2 and many more Clerks. We now have around 40 Mail Handlers and even less Clerks. Some of my old friends are on Tours 3 and 1. If not for my 32 years of service and the fact that I'm older than dirt I would be on another tour too. As people retire no new people are hired. We are getting smaller.

I will though, if I may shine a little light on this seemingly dreary scene by noting that in my many years with the Postal Service and especially with Local 300 as Steward, Branch President for 21 years, as arbitration advocate and now as New York State Rep., that we have the best, the brightest, the toughest group of representatives in the country in my opinion. Many of our facilities are winning grievances on overuse of casuals where we are receiving huge monetary awards. We are just now finishing up on one here in Westchester. We're just waiting to see how much money each of us gets. Under the leadership of Paul Hogrogian, who goes around the country teaching others what he has done so successfully here, we have the best leaders around.

Bobby Blum as Vice President walks into a facility and ends up telling management how to do things right, Kevin Tabarus has us firmly in the black as Treasurer even though the Union is shrinking. That's right, we take the hit too. When the Postal Service gets smaller, so do we. That gives us less money to file grievances but we will anyway. Linda Yancey as Recording Secretary is her usual eloquent self, leading the Women's Caucus and writing editorials that usually hit the heart and the point. Charlie Price has been leading the way in Jersey, winning grievance after grievance and making sure New Jersey facilities run according to our National Agreement. Connecticut Rep. Tom Ruther, who handled the Casual Case here in Westchester performed exceptionally in this major win for Local 300 and also

handles Injury/Compensation issues for the Local. Branch President Steve Schiff outdid himself too testifying for hours as management hammered away.

I leave myself out of the picture because I'm still new at the New York State Job even though I am by no means brand new as a Union activist. I point these things out because we hear so much gloom and doom, it is nice to know that we have leadership whose primary goal in this Postal Service is to serve. To serve you. These are not 40 hour per week jobs. And much of this time is uncompensated. These folks live these jobs. I've seen the time they put in with my own eyes. It ain't no joke. This goes for the Branch Presidents and Stewards too. They sure as sunshine don't do this for the money.

Help us. Document crossing craft violations. Document when supervisors do our work. Submit statements. Stewards can't be everywhere at once. The time you document turns into money awards at arbitration and the loss of less jobs because we prove that the work is there, only other people are doing it. Keep the largest Local in the country, Local 300, at the top. Paul and the rest of the leadership promise that we will never close a grievance for lack of money. Grievance handling and the winning of these grievances has been and will continue to be our top priority. Keep up the good work and I ask the Blessings of the Almighty on all of us.

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Do You Want \$20 ???

By Kevin Tabarus - Treasurer



Do you want \$20 ??? If the answer is YES, then help organize and sign up a Mail Handler into the Union now. We need you to help recruit New Members into the Union.

Local 300 WILL PAY YOU TWENTY DOLLARS for each new member 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. This is another aspect of MEMBER INVOLVEMENT that we are encouraging this year.

The non-members in each branch have been targeted and identified. All Branch Presidents have recently been sent a listing of non-members. If you are not sure who the non-members are, see your Branch President or Steward.

The process is simple, have the non-member sign and complete NPMHU

| AUTHORIZATION FOR DEDUCTION OF DUES UNITED STATES POSTAL SERVICE | |
|---|-----------------------------|
| <small>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.</small> | |
| <small>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.</small> | |
| <small>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.</small> | |
| 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 <small>NATIONAL POSTAL MAIL HANDLERS UNION, AFL-CIO, A DIVISION OF THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO, LOCAL UNION NO.</small> | |
| <small>I hereby certify that the regular dues of this Local Union for the above named member are currently established at \$ _____ per pay period.</small> | |
| SIGNATURE AND TITLE OF AUTHORIZED UNION OFFICIAL | DATE |
| FOR USE BY EMPLOYER REPRESENTATIVE <small>DATE OF DELIVERY TO EMPLOYER</small> | |
| SIGNATURE AND TITLE OF EMPLOYER REPRESENTATIVE | |
| <small>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.</small> | |

Form 1187. The form should be mailed to Local 300 headquarters c/o Kevin Tabarus – Treasurer. Please indicate your name so we know who to give \$20.

If you have any questions, feel free to contact me at Local 300 Headquarters.

Local 300

Top 3 Membership %

- (1) Stamford P&DC 98.5%
- (2) Monmouth P&DC 97.2%
- (3) Mid Island P&DC 97.1%

New Officers Appointed by the Executive Board

Since the last issue of our newsletter, Branch President positions in Stamford and Carteret became vacant. Article IV, Section 4 of the Uniform Local Union Constitution states,

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

The Local 300 Executive Board appointed Megan Ford as Branch President Carteret (NJSTC) and Don Utz as Branch President Stamford.

Megan Ford started as a Mail Handler in Fort Worth Texas in 2001. In 2007 Megan transferred to the Carteret STC. She has been a Shop Steward for several years.



Megan Ford

Don Utz has been a Mail Handler since 1985. In the past Don was a shop steward and Branch President for many years. In addition he has served as delegate to the 2008 NPMHU National Convention.



Don Utz

We are sure that both Megan and Don will make a welcome addition to Local 300's Local Union Council.

Meetings, Events, and Activities - Around LOCAL 300

NY L&DC Branch Social Activity 1/10/10

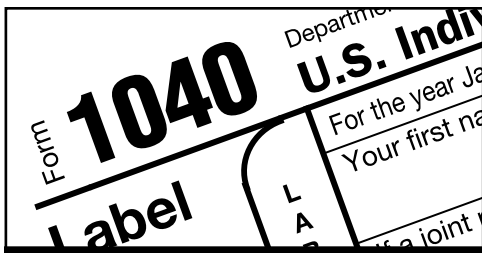
Mail Handlers gathered for the NY LDC Branch holiday celebration.



New York City Branch Meeting 12/5/09

The Membership Meeting for the New York City Branch was held on December 5th, 2009. Several issues affecting the installation were discussed, as well as other issues impacting the local area.





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Labor Day Parade



Members of Local 300 and their families marched up 5th Avenue on Saturday September 12th. Everyone enjoyed themselves and had a good time.

This event was another big success, with many Members and their families coming out to march. Local 300 T-Shirts, food, and beverages were provided to all that attended.



Sick Leave for FERS Retirement is a LAW

On October 28, 2009 President Obama signed into law a bill that enhances the annuity of future retirees in the Federal Employee Retirement System (FERS).

The provision allows mail handlers who retire as FERS employees to credit their unused sick leave toward an increased annuity. Retirees between now and the end of 2013 getting 50% credit. Then as of January 1, 2014 retired annuitants will get 100% credit for unused sick leave.

LOCAL 300 Training Program - Article 12 / FMLA



Local 300 presented an Article 12/FMLA Training Program given by National Shop Steward Trainer Sam D'Ambrosio and Local 300 President Paul Hogrogian. The training was held on November 19, 2009 at Local 300 Headquarters. The following representatives participated in the program:

Standing (L to R)

- | | |
|---------------------|---------------------------------|
| 1. Trevor Stuart | Flushing Branch President |
| 2. Wilfredo Delgado | NYC Branch President |
| 3. Andrew Piacente | NYSEBM |
| 4. Thomas Ruther | CTSEBM |
| 5. Steven Schiff | Westchester Branch President |
| 6. Robert Koontz | Newark Branch President |
| 7. Ray Bermudez | DVD Branch President |
| 8. Brian Odums | West Jersey Branch President |
| 9. Linda Yancey | Recording Secretary |
| 10. Peter Bilotta | Western Nassau Branch President |
| 11. Sam D'Ambrosio | NPMHU Eastern Regional VP |
| 12. Thomas Mullahey | NJI & BMC Branch President |
| 13. Alfred Lombardi | Teterboro Branch President |

- | |
|--------------------|
| 14. Yvette Johnson |
| 15. Thomas Hynes |
| 16. Stan Howard |
| 17. Kevin Tabarus |
| 18. Eric Richard |

Brooklyn Branch President
Kilmer Branch President
ISC-JFK Branch President
Treasurer
NJ L & DC Branch President

Seated (L-R)

- | |
|--------------------|
| 19. Andre Spence |
| 20. Charles Price |
| 21. Dawn Licata |
| 22. Paul Hogrogian |
| 23. James Perkins |
| 24. Robert Blum |
| 25. Vinny Sapone |

Bronx Branch President
NJ SEBM
NY L & DC Shop Steward
Local 300 Pres. & NPMHU NE Reg. VP
Mid Hudson Branch President
Vice President & Monmouth BP
Staten Island Chief Steward

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RETIRED NPMHU LOCAL 300 Members

With the recent \$15,000 buy-out offer from the Postal Service, almost 300 Members of Local 300 retired.

While we are unable to list all of the Members that have retired, there are a few that deserve an honorable mention.

We wish all of our recently retired members; a long, happy, and healthy retirement.



JEROME ANDERSON / Carteret Branch

Jerome served as a union representative for decades. He retired as Branch President of the Carteret Branch. He was the first and only Branch President of Carteret until he vacated the position with his retirement from the Postal Service. Jerome also represented Local 300 on several occasions as a delegate to both the NPMHU and LIUNA conventions.

Jerome is pictured below (seated) at a recent Local Union Council Meeting where several Branch Presidents celebrated his retirement.

JEFF "JUSTICE" JAMES / Newark Branch

We would like to thank Jeff for his long and valuable service to our organization and our members. Jeff always did what was best for the members; be it as steward, chief steward, or Branch President. He devoted his working life to helping others and that will always be remembered. Jeff was also a delegate to several conventions. Jeff "Justice" James made Local 300 proud by delivering the invocations.

Jeff is pictured (right) at the 2007 Local 300 Social Event at Rye Playland, with Local 300 President Paul Hogrogian.



WILLIE GLIVENS Jr. / New York City Branch

Shop Steward Willie Glivens worked in New York City (Cooper Station) as a Mail Handler since 1983.

In the picture to the left are; NYC Branch President - Wilfredo Delgado, RETIRED Mail Handler/Steward Willie Glivens, Recording Secretary - Linda Yancey, and Vice President - Bobby Blum.

Ralph Lubrino - Westchester Branch

Ralph Lubrino started as a Mail Handler in 1973. He was a Shop Steward for over 40 years. In fact, he was one of the first Local 300 Stewards at Westchester. He was one of the toughest Union Stewards you would ever meet. Ralph is the epitome of what a Shop Steward should be. He will be sorely missed and we all wish him a happy, healthy, long retirement.



Pasquale "Pat" DiMasi and Vinny Rizzo - Hicksville/Mid Island Branch

Both Pat DiMasi (left) & Vinny Rizzo (right) started working for the Postal Service in 1967. Vinny Rizzo was the #1 ranked Mail Handler on the seniority list when he retired in 2005. Pat DiMasi was the #1 ranked Mail Handler on the seniority list when he retired in 2009. Between the both of them their combined service years equals EIGHT-FOUR (84) years of service. They are pictured here at the recent Mid Island Branch Holiday Party.

VETERANS DAY Ceremony at NJ NDC

On November 10, 2009 the NJ NDC held their annual Veterans Day

which has acted as a liaison for Veterans Rights for since 1984.

Artillery Group. Bob was wounded in action on 12/14/69, but still continued to serve. He received the Bronze Star, Purple Heart, and the Unit Citation Cross of Gallantry.



Ceremony. Each year one postal veteran is honored with the presentation of an American Flag. This was a special year since the 2009 honoree was Local 300 Chief Steward Robert Anderson.

In 1975 Bob started his postal career as a Mail Handler. He retired in October 2009 after 34 years of dedicated service as a member of NPMHU Local 300. He was an extremely active union representative and a founder of the NJ NDC's Ad Hoc Veterans Committee

Bob served in the U.S. Army from 1969 to 1971 during the Vietnam War. He was in the 82nd Airborne and then the 23rd



Local 300 Memorial Scholarship Awards

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

We have awarded five (5) \$1,000 scholarships for study at an accredited college, university, or trade school in 2009.

**KELSIE
BONAPARTE**
Daughter of -
Corliss Walker
New York City Branch



**JOSEPH
HAINES**
Son of -
George Haines Jr.
DVD Branch



**STEVEN J.
KELLY**
Son of -
Steven P. Kelly
DVD Branch



**BIANCA
PATEL**
Daughter of -
Kirit Patel
Monmouth Branch



**ARIEL
SAULNIER**
Daughter of -
Wayne Saulnier
Mid Hudson Branch

LOCAL 300 CASUAL IN LIEU ARBITRATION VICTORIES

Local 300 has recently won several arbitration victories in which we challenged the Postal Service's improper use of casual employees.

- Arbitrator Garry Wooters issued an award, which ruled that the Postal Service violated the National Agreement by hiring casuals in lieu of career Mail Handlers. The arbitrator awarded **\$850,000 to Western Nassau Mail Handlers** for the improper excess casual hours.

Local 300 President Paul Hogrogian presented the case at arbitration and was assisted by Western Nassau Branch President Peter Bilotta and Treasurer Kevin Tabarus.

- Arbitrator Robert Tim Brown ruled that the Postal Service improperly hired casuals in lieu of career Mail Handlers in **Westchester**. The arbitrator issued a monetary remedy. A "remedy hearing" is scheduled before Arbitrator Brown on January 15, 2010.

Connecticut State Executive Board Member Tom Ruther successfully advocated the grievance and was assisted by Westchester Branch President Steve Schiff and NY State Executive Board Member Andy Piacente.

- Arbitrator Joseph Cannavo issued an award, which ruled that the Postal Service violated the National Agreement by hiring casuals in lieu of career Mail Handlers in Kilmer. After a remedy hearing, the arbitrator awarded **\$873,281 to Kilmer Mail Handlers** for the improper excess casual hours.

Local 300 President Paul Hogrogian presented the case at arbitration and was assisted by Kilmer Branch President Tom Hynes and Vice Pres. Robert Blum.

- Local 300's **Brooklyn Branch** has won a series of arbitration awards (Arbitrators Sherrie Rose Talmadge and Sarah Cannon Holden) which ruled that the Postal Service improperly reverted bid positions and then used casuals in the reverted positions. **Large monetary remedies were awarded to Brooklyn Mail Handlers** as a result of these arbitration decisions.

The cases were prepared and presented by Branch President Yvette Johnson and Chief Stewards Mark Williams and Howard Spindler.

Local 300 remains vigilant in challenging the Postal Service's improper hiring and usage of casual employees. There are currently "Casual in Lieu" grievances pending arbitration from several branches.

MAIL HANDLER WAGE CHART

Effective in PP25-2009, all Mail Handlers will receive the fifth of six guaranteed general wage increases negotiated in the 2006-2011 National Agreement. This wage increase will become effective

on November 21, 2009, and will first appear in paychecks dated December 11, 2009. Printed below is the updated wage chart reflecting this wage increase.

Mail Handlers (RSC M) Schedule | Full-Time Annual Basic Rates | Effective November 21, 2009 (PP 25-2009)

| Full-Time Regular - Level 4 | | | | | Full-Time Regular - Level 5 | | | | | Part-Time Regular and Flexible Employees Hourly Basic Rates – Level 4 (Part-Time Regulars)(Part-Time Flexible) | | | |
|-----------------------------|--------|--------|----------|----------|-----------------------------|--------|--------|----------|----------|--|--------|------|--------|
| Step | Yearly | Hourly | BiWeekly | Overtime | Step | Yearly | Hourly | BiWeekly | Overtime | Step | Hourly | Step | Hourly |
| AA | 31,641 | 15.21 | 1,216.96 | 22.82 | AA | 33,169 | 15.95 | 1,275.73 | 23.93 | AA | 15.21 | AA | 15.82 |
| A | 35,970 | 17.29 | 1,383.46 | 25.94 | A | 37,500 | 18.03 | 1,442.31 | 27.05 | A | 17.29 | A | 17.99 |
| B | 41,406 | 19.91 | 1,592.54 | 29.87 | B | 43,308 | 20.82 | 1,665.69 | 31.23 | B | 19.91 | B | 20.70 |
| C | 43,977 | 21.14 | 1,691.42 | 31.71 | C | 45,949 | 22.09 | 1,767.27 | 33.14 | C | 21.14 | C | 21.99 |
| D | 47,759 | 22.96 | 1,836.88 | 34.44 | D | 48,503 | 23.32 | 1,865.50 | 34.98 | D | 22.96 | D | 23.88 |
| E | 48,062 | 23.11 | 1,848.54 | 34.67 | E | 48,833 | 23.48 | 1,878.19 | 35.22 | E | 23.11 | E | 24.03 |
| F | 48,374 | 23.26 | 1,860.54 | 34.89 | F | 49,168 | 23.64 | 1,891.08 | 35.46 | F | 23.26 | F | 24.19 |
| G | 48,675 | 23.40 | 1,872.12 | 35.10 | G | 49,490 | 23.79 | 1,903.46 | 35.69 | G | 23.40 | G | 24.34 |
| H | 48,985 | 23.55 | 1,884.04 | 35.33 | H | 49,823 | 23.95 | 1,916.27 | 35.93 | H | 23.55 | H | 24.49 |
| I | 49,290 | 23.70 | 1,895.77 | 35.55 | I | 50,157 | 24.11 | 1,929.12 | 36.17 | I | 23.70 | I | 24.65 |
| J | 49,603 | 23.85 | 1,907.81 | 35.78 | J | 50,485 | 24.27 | 1,941.73 | 36.41 | J | 23.85 | J | 24.80 |
| K | 49,905 | 23.99 | 1,919.42 | 35.99 | K | 50,813 | 24.43 | 1,954.35 | 36.65 | K | 23.99 | K | 24.95 |
| L | 50,214 | 24.14 | 1,931.31 | 36.21 | L | 51,140 | 24.59 | 1,966.92 | 36.89 | L | 24.14 | L | 25.11 |
| M | 50,520 | 24.29 | 1,943.08 | 36.44 | M | 51,475 | 24.75 | 1,979.81 | 37.13 | M | 24.29 | M | 25.26 |
| N | 50,826 | 24.44 | 1,954.85 | 36.66 | N | 51,806 | 24.91 | 1,992.54 | 37.37 | N | 24.44 | N | 25.41 |
| O | 51,131 | 24.58 | 1,966.58 | 36.87 | O | 52,132 | 25.06 | 2,005.08 | 37.59 | O | 24.58 | O | 25.57 |
| P | 51,440 | 24.73 | 1,978.46 | 37.10 | P | 52,462 | 25.22 | 2,017.77 | 37.83 | P | 24.73 | P | 25.72 |

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