

LOCAL 300 MAIL HANDLER NEWS

Vol. VIII, No. 2

JULY 2004

Local 300 Delegate Election Results for 2004 NPMHU Convention

On March 31, 2004, the Judges of Election for Local 300 NPMHU announced that Local 300 members had elected 35 Delegates to the 2004 Convention of the National Postal Mail Handlers Union (div. of LIUNA, AFL-CIO) to be held at the Sheraton Hotel in Boston, Massachusetts from August 23 through August 28, 2004.

In addition, Local 300 President Paul Hogrogian, by virtue of his 2002 election as Local President and Delegate to Conventions of the National Postal Mail Handlers Union, will also be a delegate.

The election results follow. The 35 elected delegates (in addition to Pres. Hogrogian) are in bold print.

| | | | | | |
|-------------------------|------------|---------------------------------|------------|-------------------|-----|
| Jeff Perry | 876 | David Bernard | 610 | Bobby Koontz | 310 |
| Robert Blum | 836 | Jerome Anderson | 607 | Raymond Bermudez | 306 |
| Charles Price | 824 | Kevin Tabarus | 607 | Alex Watson | 300 |
| Linda Yancey | 731 | Brian Odums | 595 | Herman Trevathan | 296 |
| Tom Mullahey | 731 | James Smoot | 587 | Pushpa Patel | 288 |
| Larry Hill | 728 | Joseph DiChiara | 584 | Kevin Stanfield | 270 |
| Andrea Haynes | 725 | Roland Phillips | 569 | Sheila Bailey | 231 |
| Yvette Johnson | 707 | | | Raymond Conkle | 219 |
| Richard Thomas | 700 | The remaining votes were | | Kelly Rush | 219 |
| Mike Jacobus | 699 | distributed among the following | | Jeff Morgan | 209 |
| Robert Anderson | 696 | people who are alternate del- | | Craig Terry | 206 |
| David Iglesias | 684 | egates: | | Cynthia Brown | 204 |
| Wilfredo Delgado | 681 | Larry Adams | 526 | Gregory Cherico | 195 |
| Tom Ruther | 675 | Grady R. Fitzgerald | 437 | Thelma Hurdle | 193 |
| Stan Howard | 672 | Tony "D" Destefano | 380 | Theresa Pacheco | 193 |
| Ron Marshall | 660 | Peter Chan | 368 | Brian Corvino | 191 |
| Jeff James | 646 | Jose Gonzaelez | 368 | Jimmy Phillips | 190 |
| Emilio Milito | 644 | Tommy Reid | 367 | Alberta Prieto | 181 |
| Tom Stanziale | 640 | Rosa Delgado | 363 | John Dawson | 173 |
| Steven Schiff | 632 | Jeanette Bonilla | 349 | Ramsaran Maharajh | 160 |
| Joe Palau | 631 | Maria Francisco | 346 | Anthony York | 160 |
| Bernard Schramm | 630 | Matty McDonald | 336 | Jackie Pratt | 157 |
| Andrew Piacente | 628 | John Dausner | 333 | Jerry Iacona | 156 |
| John McCormack | 623 | Barbara Anderson | 328 | Anthony Holmes | 153 |
| Charles Hanley | 619 | Joe Costigan | 324 | Ed Flieger | 142 |
| Robert Lussos | 616 | Cheryl Hayes | 320 | Donald Utz | 123 |
| Hugh Kavanaugh | 614 | Clifton G. Golde | 319 | Peter Prata | 122 |
| Ron McConnell | 607 | Steve Megargel | 314 | Clayton John | 116 |
| | | | | Ronald Sodaro | 113 |

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President's Report

by Paul Hogrogian

June 1, 2004

These are very busy times for both the United States Postal Service and the National Postal Mail Handlers Union. The following is an update on some of the most crucial issues confronting us:



POSTAL REFORM

The House Government Reform Committee, in a 40-0 vote, approved a Postal Reform Bill, which would give the Postal Service more flexibility to adjust its rates, while also increasing the power of the proposed Postal Regulatory Board, which would replace the current Postal Rate Commission. The Committee rejected a series of amendments proposed last year by the President's Commission on the United States Postal Service that would have had devastating effects on collective bargaining as well as the pay and benefits of current and future postal employees. The legislation will now go before the full House for its consideration. The Senate is also considering a similar bill.

The proposed legislation also includes a provision that would prohibit the Postal Service from discounting rates for "worksharing" that exceeds the costs avoided. Local 300 believes that outsourced and presorted mail should not be processed at a loss by the Postal Service.

The bill would also return responsibility for the military costs of postal retirees to the Treasury Department and would repeal the Civil Service Retirement System (CSRS) escrow fund provision. These proposals would save the USPS billions of dollars.

Mail Handlers from around the country have been contacting Members of Congress to protect Mail Handler rights and benefits. National President John Hegarty said, "Our

grassroots lobbying effort is working." It is imperative that Congress hears our concerns. Now is the time to contact our members of Congress. Please visit the NPMHU web site (npmhu.org) to do so.

Contract Administration

Local 300 continues to address the overwhelming backlog of cases on our arbitration dockets. Branch Presidents and other Local 300 representatives have been meeting with the appropriate Postal Service representatives to discuss resolution of the many grievances currently certified for arbitration. The cases that cannot be resolved will be reviewed to determine whether these cases have enough merit to present them to an arbitrator. Vice President Robert Blum has been working with me in Contract Administration and continues to be a major asset.

Voluntary Early Retirement

As you know, the Postal Service was authorized by the Office of Personnel Management (OPM) to offer Voluntary Early Retirement (VER) to those Mail Handlers who had 20 years of federal/postal service and were at least 50 years of age or who had 25 years of service regardless of age. However, when it came down to actually offering the retirements to eligible employees, most installations in the New York Metro Area (NYMA) refused to participate. Employees who had submitted Statements of

Interest (SOI) received disapproval letters stating, "There are no VER offers available in your installation."

Through the hard work of NPMHU representatives at the Local, National, and Branch levels, the Union was able to ensure that virtually every eligible Local 300 Mail Handler who wanted to retire early was allowed to do so. I want to thank National President John Hegarty and his staff and all Local 300 Branch Presidents for their efforts on this matter. This shows what we can accomplish when we all work together.

Training

Local 300 will continue to implement an aggressive training program. Local 300 has already conducted successful "Defense versus Discipline" and "Basic Shop Steward" training programs presented by National Shop Steward Trainer Sam D'Ambrosio. Local 300 has also conducted an "Arbitration Advocate" training for new arbitration advocates.

In addition, Local 300 has planned another Basic Shop Steward Training for new stewards for January or February of 2005. Plans are also underway for several other trainings to be conducted throughout the coming year. To ensure top-notch representation for members, continued training of our officers and stewards is essential.

Finances

Your Executive Board had pledged

(continued on page 16)

THE OUTPLACEMENT PILOT PROGRAM

by Paul Hogrogian

April 3, 2004

The Postal Service has informed the National Postal Mail Handlers Union (NPMHU), both at the national and local levels, of its intentions to implement an Outplacement Pilot Program. The Postal Service will proceed with this program in conjunction with the Department of Labor (DOL), Office of Workers' Compensation Programs (OWCP). The program is intended to develop work opportunities outside the Postal Service for employees who have sustained job-related illness or injury (IOD). The program will be initiated in the Long Island District and later will include the other districts in the New York Metro Area.

It is the intention of the Postal Service to eventually implement this program nationwide. A meeting was held on April 1, 2004, in which the Postal Service introduced the pilot process to representatives of the local unions. Representatives of Local 300 attended this meeting along with representatives of the APWU, NALC and NAPS. Local 300 was represented at this meeting by President Paul Hogrogian, NY State Executive Board Member Larry Hill, and Branch Presidents Robert Lussos (Mid Island) and Kevin Tabarus (NYPMPC). Representatives of OWCP did not attend the meeting.

At this meeting the Postal Service contended that because of a decline in mail volume, they no longer had sufficient work to keep all of their limited duty (injured on the job) employees employed. The Postal Service explained that it was initially targeting "rehab" employees, but would later expand the program to include other limited duty employees. "Rehab" employees were defined as those employees who were injured on the job and who have partially recovered from an injury or illness, but have reached "maximum physical improvement" as stated by the employee's treating physician. In other words, permanent limited duty employees.

Should the Postal Service determine, at the installation level, that there is not 8 hours work per day or 40 work hours per week within a Rehab employee's limitations, that employee would be targeted for participation in this program. The initial targets will be those employees who are sent home early due to lack of work. The Postal Service could easily manufacture a "shortage of work" by sending limited duty employees home 2 or 3 hours early a day for 2 or 3 days a week and pay the employees compensation for the hours sent home.

The Long Island District has identified

12 employees for Phase I of this program (1 supervisor, 10 letter carriers and 1 Mail Handler). Local 300 was successful in having the Mail Handler removed from this phase of the program due to the specific, individual circumstances of his case.

Those chosen employees will be given a letter on April 12, 2004, notifying them that they will be placed on administrative leave. These employees will also be given a CA-7 form (compensation) to be completed. These employees will then be placed in a compensation status effective April 17, 2004. The OWCP will then contact these employees to schedule individual interviews.

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

Local 300 believes that it is disgraceful that the Postal Service should cut ties with those employees who were permanently injured in the performance of their postal duties. While postal managers give lip service as to how important their employees are to them, the intent of this program says otherwise. The Postal Service wants to eliminate what it considers to be "dead weight."

It simply is not fair to postal workers and their families that postal workers should lose their health benefits and their pensions, solely because they had the misfortune of being injured in the performance of their assigned duties. Instead of living up to its responsibility to find suitable work within the Postal Service, the Postal Service would rather shift its responsibility and costs to the OWCP and ultimately to the American taxpayer. Local 300 will oppose this program however and wherever we can, including through the Grievance/Arbitration, MSPB, EEOC and legislative forums.

Should a Mail Handler be chosen for this program, a grievance should immediately be filed under the following Articles:

Article 2 (Discrimination) (denial of reasonable accommodation)

Article 6 (No Lay Off)

Article 13 (Light Duty)(denial of permanent light duty) (13.2b)

Article 19 (Handbooks and Manuals)

Employee and Labor Relations Manual (ELM) section 543.93 provides that an

employee can be separated from the Postal Service only at the end of at least 1-year leave without pay (LWOP).

ELM, sections 546.14, mandates that the Postal Service "make every effort toward assigning the employee to limited duty consistent with the employee's medically defined work limitation tolerance." This includes work not only within the employee's craft and installation, but also outside of the employee's craft and installation if no work is available within the employee's craft and/or installation.

EL-505 (Injury Compensation), Exhibits 7.1 and 11.7b provide similar protections for limited duty and rehab employees.

EL-505, Exhibit 11.8d, states:

"When an employee, either current or former, has partially recovered from a compensable injury or disability, the USPS must make every effort toward assigning the employee to limited duty consistent with the employee's medically defined work limitation tolerance according to the circumstances of each case."

EL-505, Exhibit 11.8d states:

"Partially-recovered employees may appeal to the MSPB for a determination of whether the USPS is acting arbitrarily and capriciously in denying them restoration."

ELM, section 546.4 states,

"Current or former employees who believe they did not receive the proper consideration for restoration, or were not properly restored, may appeal to the Merits Systems Protection Board under entitlements set forth in Title 5 CFR, Part 353."

Therefore, any Mail Handler who is selected for this program should file an MSPB appeal claiming denial of restoration rights.

Veteran Preference employees should also file an MSPB appeal citing an improper Reduction in Force (RIF).

Affected employees should also file an EEO claim citing denial of reasonable accommodations.

It is also imperative that our congressional representatives be contacted to alert them to the fact that hard working, deserving, injured employees are being forced out of well paying federal jobs and forced into lower paying private sector jobs that are subsidized by the federal government.

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

Should you have any questions concerning this matter, do not hesitate to contact me at 212-431-0040 or at

Vice-President's Report

by Robert Blum



2004 has been an eventful year so far, and to be sure, the rest of the year should be no different. I'm sure you have read about Postal Reform legislation in this publication as well as elsewhere. This hot topic has reached the point where both the House and Senate Committee's have passed slightly different versions of reform legislation; these bills are now awaiting full House and Senate debate. As reported in the current Mail Handler Update, these bills as they are currently composed, discard practically all negative components concerning Postal Workers that had been originally proposed.

Why has this battle been favorable so far? A primary reason is because of the many of you who wrote and e mailed your Representatives. You took the time to become NPMHU Legislative Activists. We showed our "juice" and they took notice. The war however is far from over and we can't let up. As these bills get closer and closer to their final form, keep the pressure on. Amendments to the bills can still be added. For example the push from mailers to obtain huge discounts for presorting is still not dead. This is a key issue for us. Also don't forget dangerous schemes such as the "Outplacement Pilot Program" are very much alive and kicking. The politicians need to constantly hear from us. The National Union led by President John Hegarty has done a tremendous job down in Washington. Likewise much was accomplished locally. Led by Local President Hogrogian, meetings with area Representatives such as Manhattan's

Carolyn Maloney have been held to get our point of view across. But the importance of rank and file participation cannot be overly stressed. We have been told that each letter or e mail received is the equivalent of fifty voters. Can you imagine if nearly all of the over 6,000 Members of Local 300 made contact on an issue? That corresponds to over 300,000 voters!

As reported in previous issues of Local 300 Mail Handler News, we are looking for a new headquarters. The search is now on full force. Local President Hogrogian has asked me to head this mission. In the last two months we have looked at more than twenty different office spaces. The main focus of the search so far has been in lower Manhattan. Due to the events surrounding the 9/11 tragedy, there are great incentives to sign leases in the areas in proximity to the ground zero site. We have enlisted real estate professionals as well as an incentive specialist to garner the best possible deal. Before a decision will be made other areas in NYC will be investigated. Local Treasurer Jeff Perry has assisted significantly in this endeavor.

On June 22, 2004, Local President Hogrogian, Local Treasurer Perry, Branch Presidents Richard Thomas (NYC) Andre Haynes (NJ&BMC) and I attended a semi-annual meeting of Labor Organizations with USPS Area VP David Solomon and members of his staff. As is normally the case in these meetings we are presented with

a scenario of doom and gloom. We are bombarded with a series of charts and graphs that allegedly support the downfall of the Postal Service unless drastic changes are made, which usually means less of us doing more work. Yet once you take a close look at the stuff presented, you see evidence of a profitable organization, with significant increases in standard mail volume. The presentation showed the biggest problem the service has is an increase in fuel and transportation costs. Welcome to our world. The government could sure do something about that problem. Another major theme was the management grumbling about employee's use of sick leave. When it was mentioned that an incentive program such as being paid for accrued sick leave upon retirement, just like Postal Service Executives receive, the response was, "there already is an incentive program, you get to keep your job."

In the past year we have been faced with the Postal Service proposing to excess Mail Handlers out of many small offices. Their proposals are based on what is called a Function Four Review. This is when a team of Postal pencil pushers go into an office and observe the workforce. They normally go into the offices on Tuesdays, which are the slowest day of the week. However virtually every one of these reviews, based upon the Postal Service's own documentation, illustrate a need to

(continued on page 13)

2 Major Grievance Wins at the Bronx HASP

On April 21 and April 26, 2004, Local 300 President Paul Hogrogian announced big money grievance wins for Local 300 Mail Handlers at the Bronx HASP. The first case awarded 4,150.69 hours of pay to Bronx Hasp Mail Handlers for that installation's violation of the 12.5% casual limitation during Accounting Period 11 of FY 2003. The subsequent two Step 3 Decisions issued on April 26th awarded an additional 6,880.44 more hours of pay to Bronx Hasp Mail Handlers for that installation's violation of the 12.5% casual limitation during Accounting Periods 2 & 3 of FY 2004. Northeast Regional Director Ray Sokolowski represented the Union at Step 3 in both cases. The grievances were prepared by President Hogrogian and processed by Bronx Branch President Andre Spence.

LABOR DAY 2004

by
Robert Blum

The New York City Central Labor Council has announced its annual Labor Day event for 2004. Replacing the traditional parade will be a massive demonstration held on Wednesday, September 1, 2004 at 4pm. The demonstration will be held on 8th Avenue at 30th Street. The main focus of the mobilization will be to protest the Bush administration's policies. The demonstration will be held at the same time as the Republican National Convention. The NYCCLC expects an impressive turnout of Union Members, Union

Leaders, Community Activists, and public officials.

We ask each and every member of Local 300 to take a few hours out of your busy schedules and join in with your Sisters and Brothers from many Labor Organizations to let the world know our dissatisfaction with policies that are vehemently anti labor and anti working class. More details will be forthcoming over the summer months. Now, more than ever, protect your job and your benefits.

Save the Date!!!
September 1 at 4 P.M.

LOCAL 300 MOURNS

It is with great sadness that Local 300 NPMHU mourns the passing of its former Local President, **Aaron Preston**. Brother Preston, a retired member of the Newark Branch, served as the Local's President in its formative years in the 1970s.

Local 300 also mourns the passing of Stamford Mail Handler Shop Steward **Mario Frattaroli** on April 28, 2004.

Our deepest sympathy is extended to the family, freinds, and co-workers of these builders of our union.

CALENDAR OF UPCOMING EVENTS

August 15, 2004-- METS Game -- Trip to see the Mets play the Arizona Diamondbacks. For info contact Tom Ruther 203-326-2068

August 23-28, 2004 -- NPMHU National Convention, Sheraton Hotel, Boston, Massachusetts.

August 6, 2004 -- Deadline for submission of Local 300 Bernard Holloway, John A. Orchard, Edward J. Miller, and Wally Merwin Scholarship Applications to Jeff Perry, Treasurer, Local 300, 401 Broadway Ste. 1400, New York, NY 10013.

August 27, 2004 -- Winners of the Local 300 Bernard Holloway, John A. Orchard, Edward J. Miller, and Wally Merwin Scholarships to be announced.

September 1, 2004 -- NYC Labor Day Parade--joint parade of the New York City Central Labor Council and the Municipal Labor Committee. Local 300 coordinator is Vice-President Bob Blum and the alternate coordinator is Flushing Branch President Trevor Stuart. Current Bush policies will be protested and the right to organize and form a Voice@Work will be stressed. Assemble at 8th Ave. and 30th St., NYC at 4 PM.

Aaron Sonny Preston
(Feb. 2, 1938-April 10, 2004)



The NPMHU Convention

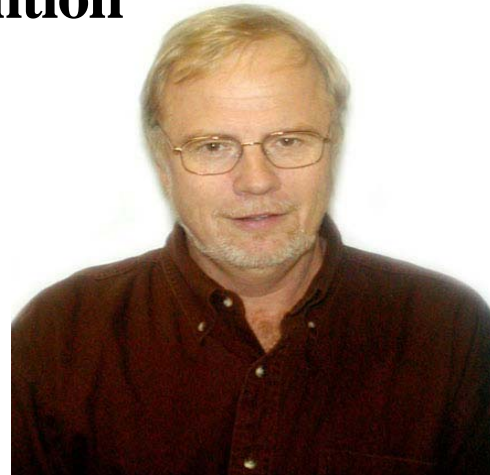
by Jeff Perry, Treasurer

From Monday August 23 through Saturday August 28, 2004, our National Union will be holding its National Convention at the Sheraton Towers Hotel in downtown Boston, Massachusetts. Our National Conventions are held every leap year and at the Convention this year the National Postal Mail Handlers Union will chart its course for the next four years.

Convention delegates are chosen by the membership in elections -- both in delegate elections within each local and in elections of our national officers. Prior to the Convention a number of Committees were established by the National President including Arrangements, Constitution, Credentials, Election, Legislative, Resolution, and Rules. Local 300 is represented on the Rules Committee by President Paul Hogrogian (who is the chair of the committee) and on the Credentials Committee by Vice-President Robert Blum.

During the convention the delegates will be presented updated reports on matters affecting our members and our union. The delegates will then discuss, debate, and vote on the Union Constitution (the organization's basic governing rules) as well as on Resolutions pertaining to the future of our Union.

This year Local 300 will have the largest contingent of any Local in the country. We will be represented by 36 delegates elected by our members. (There were a total of 330 delegates elected by the NPMHU's 37 locals). The Local 300 delegation, which will be headed by President Hogrogian, includes our entire Local Executive Board and almost all of our Branch Presidents and represents the overwhelming majority of our major facilities. A careful examination of our list of elected delegates (see p. 1) shows that 18 of our 21 largest branches are represented.



Rank-and-file Members Have a Role to Play

In addition, to electing delegates, rank-and-file members can impact this Convention in several other ways.

First, and most important, any member of this union can contribute a proposed Constitutional Amendment or a proposed Resolution for consideration by the convention delegates. As stated in Article XII, Section X of the National Constitution: "For proposed amendments to this Constitution to be considered by a National Convention, such amendments must be submitted in writing by Delegates, Local Unions or other subordinate bodies, or regular members in good standing to the National President no later than thirty (30) days prior to the opening of the National Convention. Such proposed amendments shall be referred by the National President to the Constitution Committee for consideration and recommendation to the National Convention."

Regarding Resolutions, the National Constitution, Article XII, Section 15 reads: "Resolutions submitted for consideration of the National Convention must be received by the National President no later than thirty (30) days prior to the opening date of the National Convention. Such resolution shall be referred to the

Committee on Resolutions for consideration and recommendation to the Convention delegates for adoption, modification, or rejection thereof."

Finally, we are encouraging members of Local 300 to consider attending this convention. This year's meeting is in Boston, which is only about three and one half hours from New York, and it is possible for Local 300 rank-and-file Mail Handlers to attend. Convention sessions (which usually run from about 9 a.m. to 5 p.m.) are open to all members. In addition, from Sunday night through Wednesday and again on Friday night a hospitality suite is scheduled where members can mix with delegates and share their thoughts and input on the Convention. For those of you who have never attended a Convention, this year's Convention in Boston should be an eye-opener and it will provide a rather unique opportunity to view our Union in action.

REMEMBER

Constitutional Amendments and proposed Resolutions should be received by National President John Hegarty, c/o NPMHU, 1101 Connecticut Ave., Ste. 500, Washington, DC 20036 by Saturday, July 24, 2004.

Letter from Local 300 President Paul Hogrogian to Senator Hillary Clinton on Outplacement Program

April 3, 2004
Senator Hillary Clinton
US Senate
Washington, DC 20510

Dear Senator Clinton,

My name is Paul Hogrogian and I am President of Local 300 of the National Postal Mail Handlers Union (NPMHU), which serves as the exclusive bargaining representatives for approximately 6,400 mail handlers in the New York metropolitan area employed by the U.S. Postal Service.

The Postal Service has informed the National Postal Mail Handlers Union (NPMHU), both at the national and local levels, of its intentions to implement an Outplacement Pilot Program. The Postal Service will proceed with this program in conjunction with the Department of Labor (DOL), Office of Workers' Compensation Programs (OWCP). The program is intended to develop work opportunities outside the Postal Service for employees who have sustained job-related illness or injury (IOD). The program will be initiated in the Long Island District and later will include the other districts in the New York Metro Area. It is the intention of the Postal Service to eventually implement this program nationwide.

A meeting was held on April 1, 2004, in which the Postal Service introduced the pilot process to representatives of the local unions. Representatives of Local 300 attended this meeting along with representatives of the APWU, NALC and NAPS. Representatives of OWCP did not attend the meeting. At this meeting the Postal Service contended that because of a decline in mail volume, they no longer had sufficient work to keep all of their limited duty (injured on the job) employees employed. The Postal Service explained that it was initially targeting "rehab" employees, but would later expand the program to include other limited duty employees. "Rehab" employees were defined as those employees who were injured on the job and who have partially recovered from an injury or illness, but have reached "maximum physical improvement" as stated by the employee's treating physician. In other words, permanent limited duty employees.

Should the Postal Service determine, at the installation level, that there is not 8 hours work per day or 40 work hours per week within a Rehab employee's limitations, that employee would be targeted for participation in this program. The initial targets will be those employees who are sent home early due to lack of work. The Postal Service could easily manufacture a "shortage of work" by sending limited duty employees home 2 or 3 hours early a day for 2 or 3 days a week and pay the employees compensation for the hours sent home.

The Long Island District has identified 12 employees for Phase I of this program. These employees will be placed in a compensation status effective April 17, 2004. The OWCP will then contact these employees to schedule individual interviews.

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

Local 300 believes that it is disgraceful that the Postal Service should cut ties with those employees who were permanently injured in the performance of their postal duties. While postal managers give lip service as to how important their employees are to them, the intent of this program says otherwise. The Postal Service wants to eliminate what it considers to be "dead weight."

It simply is not fair to postal workers and their families that postal workers should lose their health benefits and their pensions, solely because they had the misfortune of being injured in the performance of their assigned duties. Instead of living up to its responsibility to find suitable work within the Postal Service, the Postal Service would rather shift its responsibility and costs to the OWCP and ultimately to the American taxpayer. Hard working, deserving, injured employees should not be forced out of well paying federal jobs and forced into lower paying private sector jobs that are subsidized by the federal government.

Local 300 asks that you investigate this matter and provide any assistance that you can. I will be happy to meet with you to discuss this important and urgent issue. Thank you for your time, and I look forward to hearing from you.

Sincerely,
Paul Hogrogian
President, Local 300 NPMHU

LOCAL 300'S EXECUTIVE BOARD



Executive Board of Local 300 NPMHU -- July 2004 -- (left to right) Thomas Ruth (Connecticut State Board Member), Linda Yancey (Recording Secretary), Charles Price (New Jersey State Board Member), Paul Hogrogian (Local President), Jeff Perry (Treasurer), Lawrence Hill (New York State Board Member), and Robert Blum (Vice President).

King Rat

by Paul Allen, NYISC/JFK

In recent days there has been a big, ugly fat rat in front of NYISC/JFK, Building 250. I was curious to know what was going on so I went over to find out what's going on from the demonstrators!

I was informed that this facility has hired non-union contractors (TSC) who are setting up the conveyor systems in this building. We know non-union contractors are more likely to cut corners.

One of the Union brothers outside representing the "United Brotherhood of Carpenters and Joiners of America" told me that his father worked on this building about 30 years ago. The Unionized "Millwright" workers had installed the conveyor systems in this facility over 30 years ago. One of the workers spoke of his father, a Millwrights worker, who has done conveyor installations during that time.

I am not surprised that the management would bring scab workers into our Union shop! It is obvious that management does not give a "rat's ass" how unsafely these scabs are working around us.



AMC/JFK Mail Handlers and other workers with King Rat outside their facility.

SHOP STEWARD TRAINING

Local 300 NPMHU held basic Shop Steward Training on February 12 and 13, 2004 at Morgan Station in New York. The program was coordinated by National Shop Steward Trainer Sam D'Ambrosio. Arthur Vallone, North-east Region Vice President and President of Local 309 (Buffalo), also attended. The following Local 300 stewards participated in the program:

| | |
|--------------------|-----------|
| Rafael Tabales | Bronx |
| Geraldine Reed-Ali | Teterboro |
| John Van Setters | Teterboro |
| Thomas Gousby | Kilmer |
| Thomas Hynes | Kilmer |
| Viola Spruill | Kilmer |
| Kevin Fitts | Kilmer |
| Latina Crenshaw | NJ PMPC |

| | |
|------------------|---------------|
| Vallie Mayo | NJ PMPC |
| Henrietta Sykes | NJ PMPC |
| Crystal Smith | NJ PMPC |
| Steven Craig | Newark AMC |
| Michael Hobbs | Newark AMC |
| Ronald Banks | Newark AMC |
| Josh Landon | NY PMPC |
| Ernest Mason | Western Nass. |
| Lucy Lombardo | JFK |
| Jandel Barnett | JFK |
| Robert Glenn | JFK |
| Ronald Sodaro | Stamford |
| Rose Said | Poughkeepsie |
| Stefanie Stevens | Mid-Hudson |
| Kimberly Guldry | Mid-Hudson |
| Onissa Holguin | NYC |
| Robin Keys | NYC |
| Daryl Devita | Monmouth |
| Monica Lewis | NJIBMC |

| | |
|-----------------|--------|
| Shawnette Jones | NJIBMC |
| Magaly Martinez | NJIBMC |
| Craig Wilson | NJIBMC |
| Richard Lutz | DVD |
| Tamela McKinney | DVD |
| Wanda Nunez | DVD |

The following Executive Board Members and Branch Presidents also attended:

| | |
|----------------|---------------------|
| Robert Blum | VP & Monmouth |
| Jeff Perry | Treasurer |
| Thomas Ruther | CT State & Stamford |
| Richard Thomas | NYC |
| Andre Haynes | NJIBMC |

Union Privilege Programs for Mail Handlers

The National Postal Mail Handlers Union participates in the following Union Privilege Programs -- Credit Card, Mortgage and Real Estate, Legal Services, Loan, Entertainment Discount, Car Rental Discount, Flower Discount, Education Services, Vacation Tours, Hotel Discount, Moving Discount, IBM Discount, Union Made Checks, FICO Score, Dell Computer Discount, and Goodyear Tire Service.

For information on Union privilege Programs NPMHU members can call 1-800-452-9425 or go to <http://www.unionpriv.org>.

Important APPS Win

On June 7, 2004, NPMHU National President John Hegarty and NPMHU Manager of Contract Administration Bill Flynn announced a major Craft Determination concerning the new Automated Package Processing System (APPS). This decision is very important for the future of Mail Handlers and our national staff worked very hard on this issue.

Thre craft determination, originally announced on June 2, holds that "the primary craft to perform work associated with this piece of equipment is the mailhandler craft." For those unfamiliar with the APPS, as a general rule, the new APPS machine will replace two SPBS machines.

DVD BRANCH OF LOCAL 300 WINS MAJOR ARBITRATION AWARD ON PROGRESSIVE DISCIPLINE POLICY

Arbitrator Sherrie Rose Talmadge recently issued an award which ruled that the Postal Service violated Article 16 of the National Agreement and violated the accepted past practice when it unilaterally implemented a new Discipline Policy. The new policy mandated that supervisors issue progressive discipline regardless of the nature of the alleged infraction and regardless of the nature of the prior discipline on the employee's record. The Postal Service at the facility (DVD) had previously issued discipline based on separate lines of discipline (i.e. based on the nature of the discipline) for different infractions for over 29 years. The arbitrator ruled that the new policy be rescinded and that the former practice be restored. DVD Branch President Bernard Schramm won this major victory in arbitration.

National Officers Visit New York

On April 12-13, 2004 National Postal Mail Handlers National President John Hegarty and Secretary-Treasurer Mark Gardner visited the three largest facilities in Local 300 facilities -- Morgan Station in New York, the NJBMC in Jersey City, and the DVD Facility in Kearney, NJ. At each facility they met with both stewards and ran-and-file members.



Morgan Station -- (standing l-r above) Steward Tony Holmes, Steward Gennaro Iacona, Mark Gardner, John Hegarty, Vice President Bob Blum, Steward Joe Palau, and Branch President Richard Thomas. (seated l-r) Treasurer Jeff Perry, Steward Steve Lindsay, and President Paul Hogrogian



NJI-BMC in Jersey City -- (standing l-r above) Vice President Bob Blum, Steward Ron Marshall, Steward Bob Anderson, John Hegarty, NJ SEBM Charlie Price, Safety Representative Tony Maccaronio, Local President Paul Hogrogian, Branch President Andre Haynes, Steward Kelly Rush, Treasurer Jeff Perry, Steward David Iglesias, and Mark Gardner. Shop Steward and Women's Committee Representative Gwen Green is seated.



DVD-Facility, Kearney, NJ -- (standing l-r above) Steward Hugh Kavanaugh, Vice President Bob Blum, Steward Cliff Golden, Branch President Bernie Schramm, John Hegarty, and Mark Gardner. Local 300 President Paul Hogrogian is seated.

THRIFT SAVINGS PLAN CHANGES

The Thrift Savings Plan (TSP) has implemented three important new changes effective July 1, 2004.

First, a \$50 fee will be deducted from the amount of any new loan.

Second, two general purpose loans at the same time will no longer be permitted (although one general purpose loan and one residential loan will still be allowed).

Third, upon paying off a TSP loan, a participant will not be eligible to apply for another loan of the same type for 60 days.

It is explained that the purpose of these changes is to discourage excessive use of the loan program, and to ensure that only those participants who use the loan program, rather than all participants, end up paying for the cost of administering such loans.

In related legislative news, the Senate Governmental Affairs Committee has introduced

legislation to provide postal and federal employees with more flexibility to tailor their investment decisions by eliminating the current restrictions on when employee contributions to the TSP can begin or be modified. Under the bill, which has widespread support, open seasons would be eliminated, and investment decisions could be made at any time.

Watch your bulletin boards for further information as this bill winds its way through the legislative process.

Mail Handlers Benefit Plan Contact Info

If you have any questions about the Mail Handlers Benefit Plan you can consult the frequently asked questions page online at <http://www.firstthealth.com/smfh/htmlAction.do>, you may call day or night at 1-800-410-7778, or you may write to Mail Handlers Benefit Plan, P.O. Box 44242, Jacksonville, FL 32231-4242.

An Orphan's Cry

The victims of Africa's AIDS Epidemic

Can you hear their voices?
Crying in the night.
All alone and filled with freight..
They cry into the night.

No one comes to comfort them
or relieve them from their plight.
They cry for love that is not there.
They cry into the night.

Their little eyes are filled with
tears.
Their voices cry out loud!

No one seems to hear them.
As they cry into the night.

They have no one to hug them or
tell them they are loved.
Their little hearts are broken, due
to lack of love.

Can you hear their voices?
Crying in the night!
They cry for love that is not there.
They cry into the night.

Grady Robert Fitzgerald

Children of Local 300 Members Win National Scholarships

Local 300 is proud to announce that Joseph Ligotti, son of Local 300 member Angelo Ligotti of the AMC JFK Branch of Local 300, is a recipient of a National Postal Mail Handlers Union Scholarship. The Scholarship awards Joseph \$1,000 renewable for up to four years or until the completion of his degree, whichever occurs first.

Local 300 is proud to announce that Bradley Maleh, son of Local 300 member Samuel Maleh of the Brooklyn Branch of Local 300, is also a recipient of a National Postal Mail Handlers Union Scholarship of \$1,000 renewable for up to four years or until the completion of his degree, whichever occurs first.

(Blum, continued from p. 5)

increase hours in operations normally staffed by Mail Handlers. In fact the documents show that they are going to increase hours in our operations, yet they want to send the Mail Handlers out. This is because they want to utilize clerks to perform our jobs. This exact situation occurred a few weeks ago in a meeting held in the Northern New Jersey District. The Union is and will use every available means to stop the unwarranted excessing of Mail Handlers from small offices. President Hogrogian has insisted that higher up Postal Officials get involved. The next meeting will take place later on in July. Talking about excessing, the Postal Service proposed to excess twelve Mail Handlers from the West Jersey Facility, due to tour 3 outgoing operations being relocated to the Dominick V. Daniels facility in Kearny, NJ. Local President Hogrogian, Branch President Odums and I have held meetings with the Postal Service to eradicate the need to excess any Mail Handler. Meetings were also held with Mail Handlers on all three tours to provide information and answer questions. The negotiations with the Service are continuing as you are reading this.

Many of you might be aware of or heard the rumors of the Postal Service intent to eliminate Personnel Services in Postal facilities. That rumor is true. On June 23, 2004, I attended a meeting along with Branch Presidents Stan Howard (JFK), and Trevor Stuart (Flushing) where this plan was formally announced. The Triboro District (Brooklyn, Queens, Staten Island) is one of three prototype test sites in the entire country. The Postal Service intends to replace the Personnel offices with one national service center along with web based transactions. The move will eliminate 3,800 employees in Human Resources positions. The testing of the plan will be initiated by the end of the year, and nation-wide rollout will take place in 2006.

Beginning July 1st changes to the TSP loan policy go into effect. There

will be a \$50 processing fee assessed on each loan with the amount deducted from the loan payout. Secondly, you will no longer be able to have two general purpose loans at the same time. You still will be able to have one general purpose loan and one housing loan simultaneously. Thirdly, after paying off a loan you must wait 60 days before applying for another loan of the same type. In response to demand, the TSP will also offer commencing July 1st a toll free service. You can call (877) 968-3778, TDD (877) 847-4385.

The Postal Service also overpaid around 41,000 managers \$160,000,000 in paychecks received June 18th. The money was from a cancelled management bonus program. The Service says they intend to recoup the funds.

A problem many injured on duty Mail Handlers face is obtaining additional testing or specialized treatment beyond the original treating physician. Remember you may do so on the basis of the Form CA-16 that has been already issued. It is not necessary to be issued additional authorizations for treatment. Both the original physician and any other physician to whom the employee is referred, is guaranteed payment for 60 days from the date of issue of the Form CA-16 unless OWCP terminates this power at an earlier date. An employee who wants to change the initial Doctor must write to OWCP and obtain permission. Ed Malinowski our Injury Compensation Specialist can be contacted at Local 300 headquarters to answers questions and assist you.

From time to time all of us receive so called surveys while on the job. I believe that filling them out whether positively or negatively will do us no good. They have been, and will be used against us. Even returning the surveys back to management may provide them with bonuses.

In Staten Island we have a new Chief Shop Steward Lou Ditore. Brother Ditore was appointed by Local President Hogrogian due to a vacancy created by the transfer of

former Chief Steward Andy Wolff to Florida. Brother Ditore was the winner of a straw poll done by the Staten Island membership. We wish Lou great success. He is being assisted by Local Headquarters in current RI399 discussions with management and the APWU.

On April 27, 2004, the Local 300 Union Council met. The Council consists of the Executive Board and all Branch Presidents. Some of the subjects explored by Local 300 Council include Finances, National Revenue Sharing Program, Grievance Washes, the Outplacement Pilot Program, Legislative Action, Excessing, and the upcoming National Convention. To read the minutes of any Council meeting or Executive Board Meeting, go to the Local 300 Web site, www.local300npmhu.org, or see your Branch President.

Three facilities were visited in April by National President John Hegarty and National Secretary Treasurer Mark Gardner. They toured NJI& BMC, DVD, and Morgan. They were accompanied by Local President Hogrogian, Local Treasurer Perry and I. Great hospitality was shown by Branch Presidents Andre Haynes, Bernard Schramm, and Richard Thomas as well as by the Shop Stewards in all three Branches. Many Mail Handlers took the time to greet and welcome the National Officers as well as relay their questions and concerns. It was a great success.

The National Office announced that on June 2, 2004 the Postal Service determined that the Mail Handler Craft is the primary craft to perform work associated with the new Automated Package Processing System (APPS). This piece of equipment will be installed in various facilities nationally as well as around the Local 300 area.

A few quick reminders; this year is a monster election year. We've said it before and we will say it again because it bears repeating. If you are not registered to vote please do so. If you are, cast your vote for **Labor**

(continued on p. 17, Blum)

Recent

by Paul Hogrogian

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

1) Arbitrator Joseph Cannavo modified a removal issued to a NYC Mail Handler for "Filing a False Injury Compensation Claim" to a long-term suspension. NYC Branch President Richard Thomas was the advocate for Local 300.

2) Arbitrator Cannavo ruled that the Postal Service violated the National Agreement when the Postal Service improperly placed pad locks on the window grates of the Bronx P&DC. NY State Executive Board Member Lawrence Hill was Local 300's arbitration advocate.

3) Arbitrator Joseph Cannavo ruled that the USPS violated the National Agreement when it directed the Grievants to terminate their employment with an airline while working at the Newark AMC. Newark Branch President Jeff James processed the appeal for Local 300.

4) Arbitrator Sherrie Rose Talmadge modified a removal issued to a Mid Island Mail Handler for "AWOL" and "Failure to be Regular in Attendance." The arbitrator cited mitigating circumstances (not progressive or corrective in nature). Mid Island Branch President Robert Lussos was Local 300's arbitration advocate.

5) Arbitrator Cannavo modified a removal issued to a DVD Mail Handler (Attendance/Violation of Last Chance Agreement). The arbitrator cited the

fact that the Grievant did, in fact, provide documentation to the Postal Service substantiating and documenting her absence. The arbitrator also cited the predisposition of the supervisor to reactivate the removal. The arbitrator ordered the Postal Service to reinstate the Grievant and awarded one-half back pay. DVD Branch President Bernard Schramm represented Local 300 in this grievance.

6) Arbitrator Joseph Cannavo ruled that the Postal Service violated the National Agreement by issuing a Removal to a NJI & BMC Mail Handler for compensation fraud. The arbitrator awarded full back pay. NJIBMC Arbitration Advocate Tom Mullahey was Local 300's advocate for this grievance.

7) Arbitrator Joseph Harris modified a Removal issued to a DVD Mail Handler for an off-duty crime (Health Care Claims Fraud). The arbitrator cited mitigating circumstances (length of service and clean service record). DVD Branch President Bernard Schramm represented Local 300.

8) Arbitrator Joshua Javits modified a Removal issued to a Westchester Mail Handler for an altercation with another employee. The arbitrator cited disparate treatment. Westchester Arbitration Advocate Andrew Piacente represented Local 300.

9) Arbitrator Sherrie Rose Talmadge ruled that the Postal Service violated Article 7 of the National Agreement when it utilized casuals to work the SPBS machine in lieu of career Mail Handlers. Hicksville/Mid Island Branch President Robert Lussos was Local 300's advocate.

10) Arbitrator Joseph Harris modified

a Removal issued to a DVD Mail Handler for an altercation with another employee. The arbitrator cited disparate treatment. DVD Branch President Bernard Schramm represented Local 300.

11) Arbitrator Joseph Cannavo returned a NYC Mail Handler to work without back pay. The Mail Handler had been removed for attendance related infractions. The arbitrator cited mitigating circumstances. NYC Branch President Richard Thomas was Local 300's advocate.

12) Arbitrator Talmadge ruled that the Postal Service in the NJI & BMC violated the National Agreement when it denied Administrative Leave to Tour 2 Mail Handlers for September 11, 2001. The arbitrator awarded a monetary remedy. NJIBMC Advocate Thomas Mullahey arbitrated the appeal for Local 300.

13) Arbitrator Joseph Harris ruled that the Postal Service violated the National Agreement by improperly denying higher-level pay to NYC Mail Handlers who performed higher-level duties intermittently throughout their tours. Former NYC Branch President Florencio Hooker was Local 300's advocate.

14) Arbitrator Harris overturned a Removal issued to a NJPMPC Mail Handler for an altercation with another employee. The arbitrator reduced the removal to a 7-Day Suspension and awarded back pay. NJ State Executive Board Member Charles Price represented Local 300.

15) Arbitrator Garry Wooters ruled that the Postal Service violated the National Agreement when it changed the description of a bid job without prior consultation with the Union.

Decisions

Mid Island Branch President Robert Lussos represented Local 300.

16) Arbitrator Cannavo ruled that the Postal Service violated the National Agreement in the NYPMPC when it required all forklift and tug drivers to wear head protection without first conducting a "Hazard Assessment Survey." The arbitrator directed the Postal Service to conduct such a survey. NYPMPC Branch President Kevin Tabarus represented Local 300.

17) Arbitrator Cannavo ruled that the Postal Service violated the National Agreement when it changed a Riverhead Warehouse position from the Mail Handler Craft to the Maintenance Craft. NY State Executive Board Member Larry Hill was Local 300's advocate for this grievance.

18) Arbitrator Harris ruled that the Postal Service in Teterboro violated the National Agreement when it improperly posted bid assignments in which the principal assignment areas were not clearly identified (not specific). The arbitrator ruled that the bids should be reposted making sure those duty assignments and principal assignment areas are clearly defined. Vice President Robert Blum represented Local 300 in this arbitration. Teterboro Branch President Emilio Milito prepared and processed this grievance.

19) Arbitrator Harris ruled that the Postal Service in Teterboro violated the National Agreement when it improperly abolished six (6) bid assignments in violation of prior Step 2 and Step 3 settlements. The arbitrator awarded out of schedule premiums. Vice President Robert Blum again represented Local 300 in this arbitration. Teterboro Branch President Emilio Milito prepared and

processed this grievance.

20) Arbitrator Cannavo overturned a Removal issued to a Bronx Mail Handler for an altercation with another employee and violation of his Last Chance Agreement. The arbitrator cited due process violations and awarded full back pay. NY State Executive Board Member Larry Hill represented Local 300.

21) Arbitrator Joseph Albanese, in an expedited award, ruled that the Postal Service violated the National Agreement when it assigned overtime hours to PTFs and Casuals when it had available OTDL Mail Handlers to work on their rest days. DVD Branch President Bernard Schramm represented Local 300 in this arbitration.

22) Arbitrator Amy Lynne Itzla, in an expedited award, ruled that the Postal Service violated the National Agreement when it improperly allowed supervisors to perform Mail Handler work. The arbitrator awarded overtime pay. Congratulations to Westchester Advocate Andrew Piacente, who advocated this arbitration for Local 300.

23) Arbitrator Itzla, in expedited award, rescinded a 7-Day Suspension issued to a Brooklyn Mail Handler. The arbitrator cited a breach of the Grievant's Weingarten rights. Congratulations to Brooklyn Arbitration Advocate David Bernard, who advocated this arbitration for Local 300.

24) Arbitrator Linda Chin, in expedited award, rescinded a 14-Day Suspension issued to a Brooklyn Mail Handler for insubordination and violation of the "zero tolerance" policy. The arbitrator cited denial of the Grievant's due process rights (no concurrence) and double jeopardy. Congratulations to Brooklyn Arbitra-

tion Advocate David Bernard, who advocated this arbitration for Local 300.

25) Arbitrator Robert Tim Brown, in expedited award, ruled that the Postal Service in Hackensack violated the National Agreement by denying the Grievant 30 days of Advanced Sick Leave. Congratulations to Teterboro Branch President Emilio Milito, who advocated this arbitration for Local 300.

26) Arbitrator Robert Tim Brown, in expedited award, modified a 14-Day Suspension issued to a Mid Hudson Mail Handler for reading a magazine on the work room floor and for using profanity. Congratulations to Mid Hudson Branch President James Perkins, who advocated this arbitration for Local 300.

27) Arbitrator Joseph Albanese, in an expedited award, ruled that the Postal Service violated the National Agreement when it denied Administrative Leave to a Bronx Mail Handler who was prevented from reporting to work because of weather conditions. Bronx Branch President Andre Spence represented Local 300 in this arbitration.

28) Arbitrator Joseph Albanese, in expedited award, rescinded a 14-Day Suspension issued to a NYC Mail Handler for failure to report for work on a holiday during a snowstorm. The arbitrator also awarded holiday pay. Congratulations to NYC Arbitration Advocate Herman Trevathan, who advocated this arbitration for Local 300.

29) Teterboro Branch President Emilio Milito successfully processed cross craft grievances in Hackensack, which resulted in each Hackensack Mail Handler being paid \$900.

(President's Report, continued from p. 3.)

that Local 300 would become more fiscally responsible. I believe that we have lived up to that promise. Local 300 has been able to drastically reduce expenses while still providing superior representation. We have finally eliminated the large deficit that we inherited upon taking office. The steps that we have taken should ensure that Local 300 will be able to continue to function while we face an uncertain future. The Postal Service's transformation plan has resulted in a smaller workforce, which in turn results in reduced membership dues for Local 300.

The Executive Board has eliminated frivolous spending and increased our revenue. Local 300's Executive Board is committed to increasing our membership. Local 300 provides a \$20 "bonus" for signing up new members. Encourage any co-workers who are not union members to join the National Postal Mail Handlers Union.

Local 300 also aggressively sought to maintain its associate membership. These are federal employees who pay dues to belong to the Mail Handlers Benefit Plan.

Vice President Blum and NJ State Executive Board Member Charles Price attended many health fairs during open season to increase membership in the Mail Handler Benefit Plan. This is a source of revenue that our local had long ignored.

RI 399

As you know, there has been an ongoing battle between clerks and

mail handlers regarding which work should be performed by each craft. The Postal Service's position was outlined in Regional Instruction 399 (RI-399). RI 399 arbitrations will begin in June. Local 300 NY State Executive Board Member Larry Hill has been named to the National NPMHU RI-399 Advocacy Team. Brother Hill will be representing Local 300 in most of the RI 399 arbitrations. Hearings are currently scheduled for the Mid Hudson, Brooklyn and Mid Island Installations.

REASSIGNMENTS AND EXCESSINGS

The Postal Service, citing declining mail volume and revenues, has been downsizing and realigning its workforce throughout the country. Management has been using such tools as Function 4 Reviews and the web-based "Labor Scheduler" to implement and justify their plans. As a result, many postal employees across the nation have been reassigned from one craft to another, from one installation to another, or from one tour to another. Unfortunately, Local 300 Mail Handlers are not immune to this onslaught and could possibly be negatively impacted by some of these changes. Rest assured that Local 300's officers and stewards, as well as our representatives at the National Office, will do everything in our power to minimize any negative impact.

WEST JERSEY OUTGOING (ORIGINATING) OPERATIONS

Local 300 has been notified by the Postal Service that it intends to move the West Jersey outgoing (originating) operations to the DVD facility in Kearny, NJ. The USPS also proposed to involuntarily excess twelve (12) full-time Mail Handler craft employees from the West Jersey Processing Distribution Center.

Representatives from Local 300 (President Paul Hogrogian, Vice President Robert Blum, West Jersey Branch President Brian Odums, and

West Jersey Shop Steward Terrence McCaskill) met with Postal Service officials to discuss the various issues related to this proposal. Local 300 was successful in reducing the number of Mail Handlers subject to involuntary reassignment. We feel confident that no Mail Handler will be involuntarily excessed from the West Jersey P & DC.

BRONX OUTGOING (ORIGINATING) OPERATIONS

Local 300 has also been notified by the Postal Service that it intends to move the Bronx outgoing (originating) operations to the Morgan facility in Manhattan. The Postal Service is proposing to abolish twelve (12) Mail Handler positions. However, local management has said that it will NOT be necessary to excess any Mail Handlers out of the Bronx installation. Local 300 representatives are scheduled to meet with Bronx postal officials to discuss this matter.

FUNCTION 4 REVIEWS/ASSOCIATE OFFICES

The USPS has been conducting Function 4 Reviews in many of our Associate Offices. As a result of these reviews, the Postal Service has proposed to excess Mail Handlers out of the Wayne, North Bergen, Union, East Orange, Fort Lee, Teaneck and Paramus Post Offices. Local 300 believes that the Function 4 reviews do not justify the involuntary excessing of any Mail Handlers from the cited Associate Offices. It appears that the Postal Service is trying to protect clerk craft employees at the expense of Mail Handler positions. This is totally unacceptable. Local 300 representatives will be meeting with the postal officials to discuss its proposals. Local 300 will seek to ensure that inconvenience and dislocation of any Mail Handler employee be kept to a minimum.

I again want to thank you, the members, for your support, and I want to assure you that Local 300's officers and stewards will continue to devote our time and energy representing you to the best of our ability.



Mail Handlers PAC Salary Allotment Form

A Salary allotment to the Mail Handlers PAC can be set up easily and quickly using PostalEase.

Use the following form when calling PostalEase to begin your PAC salary allotment.



Follow each step of the instructions below:

Fill in your social security number in the space provided below before you begin. By adding your social security number to the existing Mail Handler PAC account number (11260001) the NPMHU will be able to identify this contribution as having come from you.

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

Press **#1** for PostalEase

When prompted, enter your social security number

When prompted again, enter your PIN number (This is the same as the PIN number you use for telephone bidding and/or other payroll allotments. If you don't have your PIN, follow the easy instructions in the box titled "Don't know your USPS PIN?")

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**

(OVER)

When prompted for the account number enter the following :

11260001 ____ - ____ - ____ (the last nine digits of your account number is your social security number)

Press **#1** if correct

When prompted Press **#1** for "checking"

When prompted for the dollar amount of the allotment enter \$ _____.00
(Biweekly allotment amount)

Press **#1** if correct

When prompted Press **#1** to process

You will be provided a confirmation number and the start date of the salary allotment.

Record the confirmation number _____

Record the start date of the salary allotment _____

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

Retain for your records.

The Postal Service will not process the allotment request without the above information. Please make sure all information is correct. And thank you for your contribution to the Mail Handlers PAC!

Don't know your USPS PIN?

To obtain a PIN:

1. Call PostalEase at 1-877-4PS-EASE (1-877-477-3273)
2. Press 1 for PostalEase
3. When prompted, enter your Social Security Number
4. When prompted for your PIN, pause, then press 2
5. Your USPS PIN will be mailed to your address of record the next business day.

(continued from p. 13, Blum)

friendly Candidates . The National Web site www.npmhu.org is full of information on national candidates as well as state races for Congress and Senate.

You can also keep up with various points of view on Postal Service doings by logging on to Web sites such as postalwatch.org, and fedweek.com.

Support your Union by providing statements to Shop Stewards on

violations of the National and Local Agreements you are witness to, as well as to harassment of Mail Handlers by management. To quote Benjamin Franklin, "We must all hang together, or, most assuredly we shall all hang separately."

A full report on the NPMHU National Convention will be available on the Local 300 Web site as well as in the next newsletter after its conclusion the end of August.

Don't forget Postal Night at Shea Stadium on August 15, 2004. Local 300 is subsidizing the cost of tickets. Contact your Branch Union Office or State Representative for complete ticket and transportation information.

Please make plans to attend the large Labor Day rally in NYC. Further details are provided in this newsletter.

You can contact any Executive Board Member by e-mail at the addresses provided. Have a safe and healthy summer.

Local 300's Women's Committee: Just The Beginning

by Linda Yancey, Chair

As Chair of Local 300's Women's Committee, I am pleased and honored by the immense enthusiasm the Committee members have shown to the challenges and tasks that lay ahead of us.

In our first undertaking, the Committee celebrated Women's History Month (March) by distributing to the membership, red ribbons to commemorate the struggle, influence, and contributions women have made in the workforce over the years.

Though tasked with timing the Committee worked against the odds and the ribbons were received with inspiring success. I truly congratulate the women of the Committee on their efforts in their first venture.

As times change in our Postal environment and transformation has proven to be very difficult in some facilities, our Union's strength remains passionate. It is our hope that the Women's Committee can assist our members in coping with these changing times of duty assignments and facility excessing that will have a stressful impact on our daily lives.

Listen To Membership, Everyone Is Needed

The members embody a great part of who we are as a Union. Everyone has something to contribute. Our Union Representatives listened and the Union has begun to build upon the round-table of our existing forces to assist our members. The Women's Committee was that added enthusiasm.

It's No Longer A Man's World, A Women's Committee Is Necessary

Although there are some who would like to think of our two environments, Union and Postal, as a 'man's world' (There are some men who still live on Mars) a woman's presence remains the objective and driving force in any viewpoint.

"The times they are a changing", as they say. In our Postal environment the number of women entering the workforce has significantly increased by 30% (this in the last six years).

Our Union environment by design has worked strategically hard to add to the number of women Shop

Stewards. In addition to their Union activities, it is the hope of the Women's Committee to focus upon the issues that concern women most in regards to our workplace environment. This is why a Women's Committee is so necessary.

Although the mindset of the man's world 'anal-y-sis' remains trying, the Women's Committee is up for the challenge.

These are indeed changing times. We cannot relax on the issues at hand. In addition to facility excessing, non-compliance by management regarding dignity, respect, harassment, a safe working environment, and the move by Congress on Postal Reform; Many women in our Union body, feel that the issues women have regarding the workplace have not been addressed.

I believe that with the brothers and sisters of the Union working together we can achieve our goals of job stability and build upon the unity in the rank-and-file.

It will take all the forces we have to rise to the occasion. Your Women's Committee will be there in full force.

Linda Yancey is also the Recording Secretary of Local 300 - NPMHU



Members of the Local 300 Women's Committee-- Standing (left to right): Gwen Green, Shop Steward, NJIBMC; Minerva Fuentes, Shop Steward, Morgan Station (NYC); Dawn Licata, Shop Steward, NYPMPC (Bethpage); Latina Crenshaw, Shop Steward NNJPMPC (Kearney); Yvette Johnson, Chief Steward and Arbitration Advocate Brooklyn P&DC; and Elizabeth Sloan, Shop Steward Monmouth P&D. Seated in front (left to right): Myra Williams-Orr, Stamford and Alberta Prieto, Steward Westchester P&DC. Absent for this photo was Committee Chair, Linda Yancey, Local 300 Recording Secretary from the Flushing P&DC.

\$425,000 Won for Stamford, Connecticut Mail Handlers

On March 31, 2004, Local 300 NPMHU proudly announced a major "Casuals in Lieu" Settlement Agreement that awarded \$425,000 to Stamford, Connecticut Mail handlers. Local 300 President Paul Hoigrogian negotiated the settlement and he was assisted by Stamford Branch President Tom Ruther. Former Branch President Chris Colombo processed many of the grievances through the Grievance/Arbitration Procedure.

Pictured below are Stamford Mailhandlers at the Branch Meeting at which the victory was announced. (Editor's note -- At Stamford Branch meetings we often have one-third of the members in attendance.)



Mail Handlers (RSC M) Schedule

Full-Time Annual Basic Rates
Effective March 6, 2004 (PP 07-2004)

RSC M (NPMHU)

| M | | | | | | | | | | | | | | | | | MOST PREV. STEP |
|--|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----------------------|
| | GRADE | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | |
| 4 | | 28,047 | 33,074 | 35,449 | 38,947 | 39,228 | 39,515 | 39,796 | 40,080 | 40,363 | 40,651 | 40,933 | 41,216 | 41,500 | 41,783 | 42,066 | 283 |
| 5 | | 29,461 | 34,832 | 37,273 | 39,637 | 39,941 | 40,250 | 40,550 | 40,857 | 41,166 | 41,468 | 41,774 | 42,075 | 42,384 | 42,689 | 42,993 | 309 |
| 6 | | 30,967 | 36,701 | 37,959 | 40,379 | 40,710 | 41,043 | 41,371 | 41,704 | 42,037 | 42,365 | 42,698 | 43,033 | 43,363 | 43,694 | 44,026 | 333 |
| Part-Time Flexible Employees - Hourly Basic Rates | | | | | | | | | | | | | | | | | |
| 4 | | 14.02 | 16.54 | 17.72 | 19.47 | 19.61 | 19.76 | 19.90 | 20.04 | 20.18 | 20.33 | 20.47 | 20.61 | 20.75 | 20.89 | 21.03 | |
| 5 | | 14.73 | 17.42 | 18.64 | 19.82 | 19.97 | 20.13 | 20.28 | 20.43 | 20.58 | 20.73 | 20.89 | 21.04 | 21.19 | 21.34 | 21.50 | |
| 6 | | 15.48 | 18.35 | 18.98 | 20.19 | 20.36 | 20.52 | 20.69 | 20.85 | 21.02 | 21.18 | 21.35 | 21.52 | 21.68 | 21.85 | 22.01 | |
| Part-Time Regular Employees - Hourly Basic Rates | | | | | | | | | | | | | | | | | |
| 4 | | 13.48 | 15.90 | 17.04 | 18.72 | 18.86 | 19.00 | 19.13 | 19.27 | 19.41 | 19.54 | 19.68 | 19.82 | 19.95 | 20.09 | 20.22 | |
| 5 | | 14.16 | 16.75 | 17.92 | 19.06 | 19.20 | 19.35 | 19.50 | 19.64 | 19.79 | 19.94 | 20.08 | 20.23 | 20.38 | 20.52 | 20.67 | |
| 6 | | 14.89 | 17.64 | 18.25 | 19.41 | 19.57 | 19.73 | 19.89 | 20.05 | 20.21 | 20.37 | 20.53 | 20.69 | 20.85 | 21.01 | 21.17 | |
| Step Increase Waiting Periods (In Weeks) | | | | | | | | | | | | | | | | | |
| Steps (From-To) | A-B | B-C | C-D | D-E | E-F | F-G | G-H | H-I | I-J | J-K | K-L | L-M | M-N | N-O | | | Years |
| Grades 4 - 6 | 96 | 96 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 34 | 34 | 34 | 26 | 26 | 24 | 12.4 |

NOTE: This schedule reflects a \$208 COLA effective March 6, 2004 (PP 07-2004).

Mail Handlers (RSC M) Schedule

Full-Time Annual Basic Rates
Effective March 6, 2004 (PP 07-2004)

RSC M (NPMHU)

| M | | | | | | | | | | | | | | | | | PREV. STEP |
|---|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------------|
| | GRADE | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | |
| 7* | | 31,361 | 37,234 | 38,532 | 41,009 | 41,365 | 41,722 | 42,079 | 42,437 | 42,792 | 43,150 | 43,510 | 43,863 | 44,220 | 44,576 | 44,933 | 357 |
| Step Increase Waiting Periods (In Weeks) | | | | | | | | | | | | | | | | | |
| Steps (From-To) | A-B | B-C | C-D | D-E | E-F | F-G | G-H | H-I | I-J | J-K | K-L | L-M | M-N | N-O | | | Years |
| Grade 7 | 96 | 96 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 34 | 34 | 34 | 26 | 26 | 24 | 12.4 |

* NOTES: NOTE: This schedule reflects a \$208 COLA effective March 6, 2004 (PP 07-2004).

2. The MH-7 grade is authorized for use only at the Buffalo, NY P&DC.

Mail Handlers Merchandise Order Form

Visa and MasterCard Accepted

Name _____
 Address _____
 City _____ State _____ Zip _____



Please send orders and payment to:

Circle one: Check Visa MasterCard

NPMHU - Merchandise
 1101 Connecticut Ave, N.W., Suite 500
 Washington, D.C. 20036
 (202) 833-9095

Card # _____
 Exp. Date _____
 Date of Order _____

Signature _____

| ITEM | QUANTITY | PRICE | AMOUNT |
|--|-------------------|---|-----------------|
| A. LARGE LOGO SWEATSHIRT | S M L XL XXL | 23.00 | |
| B. LARGE LOGO T-SHIRT - ASH | S M L XL XXL XXXL | 9.00 | |
| C. LARGE LOGO T-SHIRT - NATURAL | S M L XL XXL XXXL | 9.00 | |
| D. UNION YES SWEATSHIRT | S M L XL XXL | 23.00 | |
| E. UNION YES T-SHIRT - ASH | S M L XL XXL XXXL | 9.00 | |
| F. UNION YES T-SHIRT - NATURAL | S M L XL XXL XXXL | 9.00 | |
| G. JACKET | S M L XL XXL XXXL | 49.50 | |
| H. SMALL LOGO T-SHIRT | S M L XL XXL XXXL | 9.00 | |
| I. NATURAL HAT W/RED BILL | | 9.00 | |
| J. BLUE TWILL CAP W/LOGO | | 9.00 | |
| K. UNION YES HAT | | 9.00 | |
| L. NATURAL HAT W/BLUE BILL | | 9.00 | |
| M. JOIN THE UNION - JOIN THE FIGHT HAT | | 9.00 | |
| N. BLUE DENIM SMOCK | | 9.00 | |
| O. BLUE DENIM APRON | | 9.00 | |
| P. MENS WATCH | | 70.00 | |
| Q. CLOISONNE LAPEL PIN | | 3.00 | |
| R. CLOISONNE STICK PIN | | 3.00 | |
| S. CLOISONNE TIE BAR | | 4.00 | |
| T. TEXTILE PRINTED EMBLEM | | 1.75 | |
| U. LADIES WATCH | | 70.00 | |
| SALES TAX DC residents add 5.75% IL residents add 6.2% CT residents add 6% TN residents add 8.75% non-clothing items only PA residents add 6%, Phila & Pitts CA residents add applicable residents add 7% county/city rate | | Please make all checks to: NPMHU Shipping & Handling Included in Listed Price | Subtotal |
| | | | Tax |
| | | | Total |

Return to the Mail Handlers Merchandise.

CHURCH STREET STATION TO REOPEN

The Postal Service has announced its intentions to reopen New York City's Church Street facility in late July or early August of this year. The facility, which is located near Ground Zero, has been closed since being severely damaged in the September 11, 2001 terrorist attacks.

Local 300, along with unions representing the other crafts and government agencies who will occupy the building, have several health and safety concerns relating to the reoccupation of the Church Street facility.

Local 300 is a member of the "90 Church Street Coalition," which also includes representatives from AFSCME, Teamsters, CWA, OSA, PEF, and CSEA. The "90 Church Street Coalition" has been meeting to address common concerns with the abatement of contaminants in the building and future monitoring. An industrial hygienist from NYCOSH has also been working with the coalition on this project. Local 300 Safety and Health Coordinator Wilfredo Delgado has been attending these meetings.

Local 300 is also working closely with representatives of the APWU and NALC on this issue. Representatives from the APWU, NALC and Local 300 were provided a tour of the facility on June 30th. Local 300 President Paul Hogrogian, NYC Branch President Richard Thomas, Morgan Steward Anthony Holmes, Station Steward Alan Hall and Delgado participated in the tour.

Our major concern is to ensure that the Postal Service provides a safe and healthy work environment for our members. Local 300 believes that necessary steps in this direction include the installation of a new HEPA filtration system and regular sampling and testing throughout the building.

Absent willful or deliberate misconduct, the USPS is to pay for badges.

On April 13, 2004, Arbitrator Joshua M. Javits ruled that "The [United States Postal] Service must make a showing of willful or deliberate misconduct on the part of an employee prior to charging the \$6.00 replacement fee for a lost electromechanical access control badge that serves as a photo identification card or badge. Any employee previously

charged this fee without such a finding of misconduct having been made must be issued a refund if the Service cannot show such willful or deliberate misconduct." The class action case (USPS No. B98M-1B-C 02194333 and NPMHU [Local 301] No. 02-112) concerned the Middlesex-Essex P&DC and was heard at the North Reading, Massachusetts postal facility. Advocates for Local 301 Mail Handlers were C. Daniel Flathers and Ed Mountain.

Paying for Badges

Senate Committee Passes Improved Postal Reform Bill

On June 2, 2004, the Senate Committee on Governmental Affairs unanimously approved S. 2468, a postal reform bill that rejects nearly all of the anti-worker proposals that were submitted by the Postal Service and by the President's Commission on the Postal Service. The vote to send the bill to the full Senate was 17-0.

Prior to passing the bill out of Committee, by a slim 9-8 vote the Committee approved Senator Joe Lieberman's (D-CT) amendment, supported by the NPMHU and the APWU, to limit worksharing discounts offered to mailers. If such discounts go unchecked, they can cost Mail Handlers and other postal workers their jobs. Senator Arlen Specter (R-PA) joined with all eight Democrats to vote for the change.

Senators Susan Collins (R-ME) and Tom Carper (D-DE) cobbled together legislation that provides more pricing flexibility for the Postal Service, and resolves in favor of the Postal Service a multi-billion dollar problem with Civil Service Retirement payments, health care for retirees, and retirement benefits of military veterans. The bill rejects dramatic changes in collective bargaining, reduced annuity and health benefits, a two-tiered retirement system, a Postal czar with

power to reduce wages and benefits, and other ideas opposed by the NPMHU. Although the White House has not indicated whether it will support or veto the legislation, this is the first time since 1970 that postal reform legislation is ready for full Senate and House action.

The Senate bill contains a change in OWCP that is opposed by the NPMHU. It would require injured workers to use paid or unpaid leave for the first three days of an injury, if that injury is less than 14 days in duration. It also gives employees at age 65, and who have become totally disabled after September 30, 2004, a choice of either OWCP compensation totaling 50% of their monthly pay or their normal postal retirement. The NPMHU will continue to lobby to have this provision removed. The House bill already has rejected a similar proposal, and makes no change to OWCP.

What happens next? The bills must go to the floor of their respective chambers for a vote and there is a chance that amendments, some of which may be hostile to Mail Handlers, will be offered. **Mail Handlers should stay ready for a call to action on this.**

2004 BERNARD HOLLOWAY, JOHN A. ORCHARD, EDWARD J. MILLER, AND WALLY MERWIN MEMORIAL SCHOLARSHIP AWARDS

TO ALL MEMBERS OF LOCAL 300

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

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

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

In awarding these scholarships we reaffirm our commitment to increasing the educational opportunities available to our members and to the working class. We also reaffirm our commitment to struggle for knowledge and genuine democracy in order to create a better world in which an informed and enlightened people can best decide their fate.

All members are urged to read the

"Requirements" for consideration and to urge every eligible applicant--a regular union member's child, grand-child, or legal ward who meets the scholarship requirements--to apply. Completed applications are due by August 6, 2004, and winners will be announced by August 27, 2004. Applications and "Requirements" can be obtained from Local 300 Shop Stewards or by writing to: 2004 Memorial Scholarships
c/o Jeff Perry, Treasurer
Local 300
401 Broadway, Suite 1400
New York, N.Y. 10013

Local 300 Local Union Council in Action

From left to right--Emilio Milito, Teterboro President Branch; Linda Yancey, Recording Secretary; Stan Howard, AMC-JFK Branch President; Lawrence Hill, NY State Executive Board Member; Trevor Stuart, Flushing Branch President; Tom Stanziale, Brooklyn Branch President; Bob Lussos, Mid-Island Branch President; Joe DiChiara, Western Nassau Branch President; Kevin Tabarus, NYPMPC Branch President; James Smoot, NJPMPC Branch President; Andre Spence, Bronx Branch President; Brian Odoms, West Jersey Branch President; and Andre Haynes NJIBMC Branch President.



www.local300npmhu.org

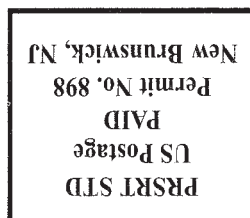
Local 300 is taking important steps to improve communication with and among our members. Our newspaper is one example. In the long run, however, our most important example may be **our webpage**.

Our webpage, under the editorship of Treasurer Jeff Perry, is an important means of communication and a source of information for our officers, stewards, and members.

The website can be reached on the internet at www.local300npmhu.org. Its opening page lists links to subject areas where people can get all kinds of information. It begins with listings of work addresses, phone numbers, e-mail addresses, and (where applicable) fax numbers and websites for our officers and major branches. It then has announcements, news, a calendar of events, a contract information section (with important rules, regulations, and victories), a benefits and privileges section, an information for members section (that includes such things as the workers' bill of rights), lists of labor and other contacts, a legislative section, a safety section, a section for readers' questions and comments, an election results section, photos from our officers' installation, minutes from our unions' Executive Board and Local Union Council, and a commentary section.

The website is a major effort of this administration to build a truly democratic union, to increase the information flow at all levels, to share knowledge, and develop an informed membership, with the aim of improving our work conditions, our lives, and our collective strength in our struggles with the bosses. We do believe that **KNOWLEDGE IS POWER** and that **A DEMOCRATIC UNION MAKES US STRONG**. We hope that you will visit the website and give us your thoughts, comments, and ideas.

GIVE US A CLICK – www.local300npmhu.org



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Local 300, AFL-CIO-CLC
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New York, NY 10013-3005