

Proposed Resolution No. 9

Submitted by: NPMHU Committee on the Future

### **Supporting a Union Shop**

WHEREAS, the National Postal Mail Handlers Union fights for better wages, respect, dignity, health care, safety, and retirement for all Mail Handlers, regardless of race, color, creed, nationality, religion, age, sex, sexual orientation, physical or mental status, or union membership; and

WHEREAS, the NPMHU, its affiliated Local Unions, and its thousands of dedicated representatives are working day in and day out to protect the interests of all Mail Handlers, through the negotiation and enforcement of agreements between the Union and the U.S. Postal Service for wages, job security, protection from discrimination, seniority, choice vacations, health and safety, and other benefits; and

WHEREAS, the NPMHU invests significant resources in achieving the best for the Mail Handler craft, whether by legislation, politics, grievances and arbitration, legal cases, training and education, membership communication, collective bargaining, and other means; and

WHEREAS, the NPMHU has been on the frontline for many decades, fighting to obtain, defend, and uphold our collective bargaining rights; and

WHEREAS, non-Union members are allowed by law to enjoy all the privileges and benefits negotiated by the NPMHU, as well as all job protections at the workplace, even though they pay no Union dues; and

WHEREAS, numerous studies have shown that a workforce performs at higher levels of productivity, with fewer accidents and greater job satisfaction, when all workers are treated with dignity and respect as Union members, than when the workers are exploited by management, divided amongst themselves, and alienated from their leadership; and

WHEREAS, the prohibition by law of a Union shop is designed to undermine and weaken the solidarity of the working class and specifically of the men and women who work for the Postal Service, by encouraging postal employees to shun Union membership and exploit unfairly the courage and generosity of the Union Brothers and Sisters, turning worker against worker; and

WHEREAS, solidarity and universal Union membership among all the workers in a Union shop are the surest ways to advance the common interest of the workers in improving productivity and employment conditions and achieving dignity within the workplace; and

WHEREAS, all Mail Handlers and other postal employees should exercise their collective political power to correct the injustice of the 1970 Postal Reorganization Act's prohibition of the Union shop; and

WHEREAS, the imminent national elections offer an opportunity for all Mail Handlers and other postal employees to repeal the unjust prohibition of the Union shop and continue the struggle for a better workplace;

THEREFORE, BE IT RESOLVED, that this Union shall make every reasonable effort to persuade Congress and the President to amend the Postal Reorganization Act to grant postal unions the right to negotiate and enforce lawful and constitutional union shop agreements, so that Mail Handlers and other bargaining unit employees who refuse to join the NPMHU may be charged for their fair share of representational services, including costs for the filing of grievances, advocacy

at arbitration hearings, training and education, membership communications, and the bargaining of Local and National Agreements regarding pay and working conditions.