

**REPORT**

**OF THE**

**RESOLUTIONS COMMITTEE**

**TO THE**

**2016 NPMHU NATIONAL CONVENTION**



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TO: All Delegates to the 2016 NPMHU National Convention

The Resolutions Committee respectfully submits the following report to the 2016 NPMHU National Convention:

The Resolutions Committee to the 2016 NPMHU National Convention is chaired by Lawrence Sapp of the National Executive Board. The members of the committee are Larry Burk of Local 327, Don Chapman of Local 325, Charles Charleston of Local 311, Anthony Coleman of Local 302, Kelly Dickey of Local 322, Bryan Easley of Local 315, Felandria Jackson of Local 305, Todd Larson of Local 328, Michael Mohan of Local 308, Debbie Retter of Local 316, and National President Paul Hogrogian, serving ex officio.

As set forth in Article XII, Section 15 of the National Constitution, in order for proposed resolutions to be considered by this Convention, such resolutions had to be submitted in writing to the National President no later than sixty (60) days prior to the opening of this National Convention; thus, the deadline for submitting proposed resolutions was June 23, 2016. On or before that date, twenty-nine (29) proposed resolutions were submitted to the National President. Of these resolutions, twelve (12) dealing with legislative and political issues were referred to the Legislative & Political Committee, which reviewed those resolutions and issued its recommendations. Those recommendations then were reviewed by the Resolutions Committee. In addition, twenty-one (21) other resolutions were

considered only by the Resolutions Committee, including four (4) items referred to the Resolutions Committee by the Constitution Committee.

The Resolutions Committee met in Washington, DC on July 14 and 15, 2016, and in Chicago, Illinois beginning on August 19, 2016, in order to review each and every proposed resolution that was submitted to the Committee. Of these proposals, the Committee is recommending seventeen (17) resolutions for adoption by the delegates assembled for this Convention (including nine (9) reviewed only by the Resolutions Committee and eight (8) reviewed and recommended by the Legislative & Political Committee). The nine (9) recommendations issued only by the Resolutions Committee, which have been edited and/or amended by the Committee, are set forth as Attachment A to this report. In addition, all of the proposed resolutions that were submitted only to the Resolutions Committee appear in their original form in Attachment B to this report.

Each and every proposed resolution recommended by the Resolutions Committee will be presented for approval by the delegates. Thereafter, delegates will have the opportunity to present for adoption any other resolution that was properly submitted for consideration but not recommended for adoption by the Resolutions Committee.

Respectfully submitted,

Resolutions Committee  
to the 2016 NPMHU National Convention  
Lawrence Sapp, Chair  
Larry Burk, Local 327  
Don Chapman, Local 325  
Charles Charleston, Local 311  
Anthony Coleman, Local 302  
Kelly Dickey, Local 322  
Bryan Easley, Local 315  
Felandria Jackson, Local 305  
Todd Larson, Local 328  
Michael Mohan, Local 308  
Debbie Retter, Local 316  
Paul Hogrogian, ex officio

# **Attachment A**



Proposed Resolution No. 1

Submitted by: Ronald Williams, Jr., Local 303

### **Dignity, Respect, and Justice in the Workplace**

WHEREAS, it is the task of the NPMHU, its affiliated Local Unions, and their thousands of dedicated representatives to organize all Mail Handlers in support of one another and to protect the interests of all Mail Handlers through the negotiation and enforcement of agreements between the Union and the U.S. Postal Service; and

WHEREAS, the NPMHU believes that all Mail Handlers deserve dignity, respect, and justice in the workplace; that workplace bullying leads to rudeness, hatred, disloyalty, and arrogance; and that workplace harassment denies our members a workplace that is free of unlawful and inappropriate conduct; and

WHEREAS, harassment and bullying become institutionalized ferocity when management condones their use. Management may write policy statements in support of dignity, respect, and justice in the workplace, but there must be consequences for the manager who harasses and bullies and violates those policies; and

WHEREAS, harassment and bullying lead to a disruptive and hostile work environment, leaving NPMHU members intimidated and terrified to affirm their contractual rights and undermining the Union's ability to represent them; and

WHEREAS, it is the NPMHU's responsibility to promote unity, democracy, and strength through the enforcement of human rights and worker rights;

THEREFORE, BE IT RESOLVED, that the NPMHU endorses a sustained struggle to promote dignity, respect, and justice in the workplace. The NPMHU will demand that the Postal Service values the diversity of Mail Handlers and remains committed to a workplace where all employees can come to work and be treated with dignity and respect.

Proposed Resolution No. 2

Submitted by: Joseph A. Palau, Local 300

### **Boycott Nabisco Products Made in Mexico**

WHEREAS, the NPMHU must stand united with its brothers and sisters of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM), in particular its Chicago Local 300, in their fight to save American jobs by boycotting Nabisco products that are made in Mexico; and

WHEREAS, after its workers in Chicago refused to accept \$46 million in annual concessions, something asked of no other bakery, Nabisco sent production to Salinas, Mexico, eliminating hundreds of middle-class jobs in this heavily African-American and Hispanic community; and

WHEREAS, Nabisco, which already has a plant in Monterrey, Mexico supplying the American market, will take even greater advantage of a low-wage workforce in Mexico; and

WHEREAS, Nabisco's decision to send production to Mexico continues a decades-long pattern of closing plants in the United States, Canada, and other industrialized countries, eliminating thousands of jobs, and shifting production to low-wage countries in which workers are vulnerable to exploitation because they have few, if any, environmental, health and safety, or food safety laws to protect workers, citizens and the environment; and

WHEREAS, over the past 20 years, Nabisco has closed plants in Pittsburgh, Houston, Niles and St. Elmo, IL, Buena Park, CA, Philadelphia, and Toronto; and

WHEREAS, plant closures devastate communities and families, as well as state and county tax bases; and

WHEREAS, making matters worse, in the 1990s Nabisco took \$90 million in subsidies from Illinois taxpayers, and now, twenty years later, Nabisco is essentially abandoning that investment by the taxpayers; and

WHEREAS, Nabisco's continued corporate policy of closing down plants to take advantage of low-wage workers has been a windfall for its top executives and largest shareholders;

THEREFORE, BE IT RESOLVED, that the NPMHU shall stand with its brothers and sisters in BCTGM, in particular its Chicago Local 300, in their fight to protect American jobs; and

BE IT FURTHER RESOLVED, that the NPMHU supports the boycott of all Nabisco products that are made in Mexico; and

BE IT FURTHER RESOLVED, that the NPMHU urges Nabisco and its parent company Mondelez to return to the United States all production of Nabisco products sold in the United States.

Proposed Resolution No. 3

Submitted by: NPMHU Committee on the Future  
Cindy Hoehl-Rinker, Local 321

### **Supporting the U.S. Mail**

WHEREAS, the mail processed and delivered by the U.S. Postal Service has been a key component of the American communications system for more than two hundred years, since the Post Office was first enshrined in the U.S. Constitution; and

WHEREAS, the U.S. mail also serves as a crucial component of American business and commerce, especially with the increasing number of mailed packages; and

WHEREAS, the U.S. mail provides a secure and private means of communication and commerce in a fully unionized environment; and

WHEREAS, communications that are accomplished electronically are far less secure and less private, and are processed in what is largely a non-union environment; and

WHEREAS, examples of cyber breaches or other intrusions into electronic data and communications have become routine, with some intrusions instigated by domestic criminals or international terrorists;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports continued use of the U.S. mail for both private communications and secure commerce; and

BE IT FURTHER RESOLVED, that the NPMHU urges its members, families, friends, and business associates to use – to the maximum extent possible – the U.S. mail (rather than its private competitors) for all of their communication needs, including a follow-up hardcopy by U.S. mail in those situations when time-sensitive matters require use of electronic mail or facsimile.

Proposed Resolution No. 4

Submitted by: Matt McAuliffe, Local 321

Steve Brown, Local 321

### **Build a Grand Alliance to Save Our Public Postal Service**

WHEREAS, the U.S. Postal Service is the constant target of numerous privatization campaigns driven by certain elected officials on behalf of greedy corporate agendas to dismantle this 241-year-old institution; and

WHEREAS, privatization of the Postal Service represents nothing less than the looting of public services and assets; and

WHEREAS, political pressure applied to Congress by mass movements, such as the movements for civil rights and the rights of Vietnam Veterans, has produced monumental legislation; and

WHEREAS, the importance of Congressional correspondence and lobbying for legislation is recognized, but they alone are not enough; and

WHEREAS, to protect the Postal Service as an independent agency of the United States Government and to save postal jobs, there has to be a widespread public movement; and

WHEREAS, only with the support of the general public can we save the Postal Service from privatization; and

WHEREAS, the four national postal unions – the NPMHU, the NALC, the APWU, and the NRLCA – have joined forces to create A Grand Alliance to Save the Public Postal Service with over seventy national organizations representing the

labor movement, civil rights organizations, students, seniors, veterans' groups, community and faith-based organizations, and business groups as an initial step; and

THEREFORE, BE IT RESOLVED, that the NPMHU encourages its Local Unions and membership to build relationships with local and state groups to affiliate with A Grand Alliance to Save Our Public Postal Service, beginning with those already affiliated at the national level based on transparency, reciprocity, and our shared values.

Proposed Resolution No. 5

Submitted by: NPMHU Committee on the Future

### **Oppose USPS Plans to Downsize or Reduce Service**

WHEREAS, in response to recent financial difficulties, the U.S. Postal Service has embarked on a plan to reduce service to the American people by closing or consolidating scores of mail processing facilities, closing or reducing hours at smaller post offices, and reducing residential delivery; and

WHEREAS, these plans, if fully implemented, would dismantle a large part of the postal network and communications system that is supported by the Postal Service and its employees; and

WHEREAS, these plans are misguided, and if left unchallenged and unchanged, could lead to the demise of the Postal Service;

THEREFORE, BE IT RESOLVED, that the NPMHU should continue to take all reasonable and available steps and actions to oppose unnecessary and misguided cuts in service, including specifically unjustified closings and consolidations of mail processing facilities that may be proposed and/or adopted by postal management.

Proposed Resolution No. 6

Submitted by: NPMHU Committee on the Future

### **In Opposition to Plans to Privatize the Postal Service**

WHEREAS, in recent years the U.S. Postal Service has tried to accelerate its plans to privatize Mail Handler work; and

WHEREAS, the men and women of the Postal Service, as the Postal Service repeatedly states, are its most important assets; and

WHEREAS, neither the Postal Accountability and Enhancement Act of 2006 nor the recent economic recession are excuses to demean the dignity of our dedicated workforce through increased privatization of postal jobs; and

WHEREAS, the issue of subcontracting has caused much dissent at the bargaining table and much dissension on the workroom floor;

THEREFORE, BE IT RESOLVED, that the members of the NPMHU strongly oppose any subcontracting and/or privatization of any existing work currently being performed by postal employees, including but not limited to the processing of parcels and other work currently being performed at Mail Transport Equipment Centers (MTECs), Surface Transfer Centers (STCs), Consolidation & Deconsolidation Facilities (CDFs), bedloading projects, and any other facilities that have been or may be targeted by the Postal Service for future subcontracting.

Proposed Resolution No. 7  
Submitted by: Matt McAuliffe, Local 321

**Support the Black Lives Matter Movement and Work for Racial Justice**

WHEREAS, the Black Lives Matter movement is not a debate over whose lives matter more, but rather a movement to make clear that black lives matter as much as other lives and, to that end, to dismantle our nation's anti-black racism and to develop a more multiracial democratic society; and

WHEREAS, the Black Lives Matter movement started as a demand for justice for Trayvon Martin, and soon became a response to the events of Ferguson, MO and Baltimore, MD, and to the massacre of Charleston, SC; and

WHEREAS, throughout American history, black struggles for freedom and equality often are portrayed falsely as black people trying to get "special rights" by taking something away from the white majority; and

WHEREAS, anti-black racism was developed and enforced through laws, policies, and sometimes institutionalized violence meant to keep the vast majority of Americans fighting against and hating each other, while those with the power to rule consolidated wealth and power, extracting it from working-class communities, including communities of color; and

WHEREAS, workers through their unions have fought for greater inclusion and economic justice, often expanding benefits economically, politically, and socially; and

WHEREAS, the Black Lives Matter movement is attempting to eradicate and remedy continuing racism not only in the workplace, but in housing, healthcare, jobs, education, and the criminal justice system;

THEREFORE, BE IT RESOLVED, that the NPMHU expresses its support for the principles of the Black Lives Matter movement, as set forth above; and

BE IT FURTHER RESOLVED, that the NPMHU encourages its membership to find effective ways to work for meaningful racial justice.

Proposed Resolution No. 8

Submitted by: NPMHU Committee on the Future

Cindy Hoehl-Rinker, Local 321

### **Buy Union – Buy American**

WHEREAS, the workforce of the United States has been hurt both by outsourcing of jobs to other countries and by American companies that are using foreign operations as a means of holding down wages and benefits for American jobs; and

WHEREAS, the economic hardships of unemployment and underemployment continue, and are adversely affecting the economy as a whole; and

WHEREAS, any downturn in the American economy also affects the U.S. Postal Service, with a decrease in mail volume directly caused by the circulation of fewer commercial mailings; and

WHEREAS, there are unlimited opportunities to purchase quality Union-made and American-made goods, both in person and on-line; and

WHEREAS, purchasing Union-made and American-made goods will result in additional economic growth in the United States and increased mail volume for the Postal Service; and

WHEREAS, purchasing Union-made and American-made goods will help other American workers keep their jobs;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports purchasing Union-made and American-made goods; and

BE IT FURTHER RESOLVED, that the NPMHU will disseminate this message through various communication channels, such as the NPMHU website, the Mail Handler Update bulletin, and the Mail Handler magazine; and

BE IT FURTHER RESOLVED, that all Mail Handlers should spread this message through word of mouth to family and friends.

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.



# **Attachment B**





# National Postal Mail Handlers Union

**Paul V. Hogrogian**  
*National President*

**Mark A. Gardner**  
*National Secretary-Treasurer*

**Jefferson C. Peppers, III**  
*Vice President  
Central Region*

**John A. Gibson**  
*Vice President  
Eastern Region*

**David E. Wilkin**  
*Vice President  
Northeastern Region*

**Lawrence B. Sapp**  
*Vice President  
Southern Region*

**Rudy Santos**  
*Vice President  
Western Region*

June 23, 2016

Paul Hogrogian, National President  
National Postal Mail Handlers Union  
1101 Connecticut Ave, NW, Suite 500  
Washington, DC 20036

Dear Brother Hogrogian:

On behalf of the NPMHU Committee on the Future, I am submitting the attached proposals for consideration by the Resolutions Committee of the NPMHU 2016 National Convention.

Thank you for your time and consideration.

Fraternally,

Mark A. Gardner  
National Secretary-Treasurer

cc: NPMHU Committee on the Future

National Headquarters: 1101 Connecticut Avenue, NW, Suite 500, Washington, D.C. 20036  
(202) 833-9095 FAX (202) 833-0008 [www.npmhu.org](http://www.npmhu.org)



PROPOSED RESOLUTION:

Oppose USPS Plans to Downsize or Reduce Service

WHEREAS, in response to recent financial difficulties, the Postal Service has embarked on a plan to reduce service to the American people by closing or consolidating scores of mail processing facilities, closing smaller post offices, and reducing residential delivery; and

WHEREAS, these plans, if fully implemented, would dismantle a large part of the postal network and communications system that is supported by the U.S. Postal Service and its career employees; and

WHEREAS, these plans are misguided, and if left unchallenged and unchanged, could lead to the demise of the U.S. Postal Service;

THEREFORE BE IT RESOLVED, that the NPMHU should continue to take all reasonable and available steps and actions to oppose unnecessary and unreasonable cuts in service, including specifically unjustified closings and consolidations of mail processing facilities that may be proposed and/or adopted by USPS management.

PROPOSED RESOLUTION:

In Opposition to Plans to Privatize the Postal Service

WHEREAS, in recent years the Postal Service has tried to accelerate its plans to privatize Mail Handler work; and

WHEREAS, the men and women of the Postal Service, as the Postal Service repeatedly states, are its most important assets; and

WHEREAS, neither the Postal Accountability and Enhancement Act of 2006 nor the recent economic recession are not excuses to demean the dignity of our dedicated workforce through increased privatization of career postal jobs; and

WHEREAS, the issue of subcontracting has caused much dissent at the bargaining table and much dissension on the workroom floor;

THEREFORE BE IT RESOLVED, that the members of the National Postal Mail Handlers Union strongly oppose any subcontracting and/or privatization of any existing work currently being performed by career postal employees, including but not limited to the processing of parcels and other work currently being performed at MTECs, STCs, CDFs, bedloading projects, and any other facilities that have been or may be targeted by the Postal Service for future subcontracting.

PROPOSED RESOLUTION: Buy Union – Buy American

WHEREAS, the workforce of the United States has been hurt both by outsourcing of jobs to other countries and by American companies that are using foreign operations as a means of holding down wages and benefits for American jobs; and

WHEREAS, the economic hardships of unemployment and underemployment continue, and are adversely affecting the economy as a whole; and

WHEREAS, any downturn in the American economy also affects the U.S. Postal Service, with a decrease in mail volume directly caused by the circulation of fewer commercial mailings; and

WHEREAS, there are unlimited opportunities to purchase quality Union-made and American-made goods, both in person and on-line; and

WHEREAS, purchasing Union-made and American-made goods will result in additional economic growth in the United States and increased mail volume for the Postal Service; and

WHEREAS, purchasing Union-made and American-made goods will help other American workers keep their jobs;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports purchasing Union-made and American-made goods; and

BE IT FURTHER RESOLVED, that the NPMHU will disseminate this message through various communication channels, such as the NPMHU web site, the Mail Handler Update bulletin, and the Mail Handler magazine; and

BE IT FURTHER RESOLVED, that all Mail Handlers should spread this message through word of mouth to family and friends.

PROPOSED RESOLUTION: Supporting a Union Shop

WHEREAS, the National Postal Mail Handlers Union (NPMHU) 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 our 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.

PROPOSED RESOLUTION: SUPPORTING THE U.S. MAIL

WHEREAS, the mail processed and delivered by the U.S. Postal Service has been a key component of the American communications system for more than two hundred years, since the Post Office was first enshrined in the U.S. Constitution; and

WHEREAS, the U.S. mail also serves as a crucial component of American business and commerce; and

WHEREAS, the U.S. mail provides a secure and private means of communication and commerce in a fully unionized environment; and

WHEREAS, communications that are accomplished electronically are far less secure and less private, and are processed in what is largely a non-union environment; and

WHEREAS, examples of cyber breaches or other intrusions into electronic data and communications have become routine, with some intrusions instigated by domestic criminals or international terrorists;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports continued use of the U.S. mail for both private communications and secure commerce; and

BE IT FURTHER RESOLVED, that the NPMHU urges its members, families, friends, and business associates to use – to the maximum extent possible – the U.S. mail for all of their communication needs, including a follow-up hardcopy by U.S. mail in those situations when time-sensitive matters require use of electronic mail or facsimile.



**NATIONAL POSTAL MAIL HANDLERS UNION  
LOCAL 300 AFL-CIO-CLC**

**Joseph Palau**  
Chief Steward – Tour 3

Morgan P&DC, 341 Ninth Ave, Room 444, NY, NY 10199 Phone (212) 330-3028

May 31, 2016

Dear Members of the Resolutions Committee,

I am submitting the enclosed proposed resolution for your review.

Along with the proposed resolution I am attaching various news clippings which will show that this boycott has a wide range of support from the AFL-CIO, Bernie Sanders.

We must stand with our Brothers and Sisters in Chicago in their fight to save good paying AMERICAN UNION jobs!

Thank you,  
  
Joseph A. Palau

## BOYCOTT MADE-IN MEXICO NABISCO PRODUCTS

Whereas, the National Postal Mail Handlers Union must stand united with our brothers and sisters of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union(BCTGM) in particular its Chicago Local 300 in its fight to save American jobs by boycotting Nabisco products that are made in Mexico.

Whereas, Nabisco which has sent production to Salinas, Mexico is eliminating hundreds of middle class jobs in this heavily African American and Hispanic community in southwestern Chicago. These workers refused to accept \$46 million in annual concessions, in perpetuity, something the company asked of no other bakery. Thus Nabisco, which already has a plant in Monterrey, Mexico supplying the American market, will take an even greater advantage of a low-wage work force in Mexico.

Whereas, Nabisco's decision to send production to Mexico continues a decades long pattern of closing plants in the U.S., Canada and other industrialized countries, eliminating thousands of jobs and shifting that production to low wage countries like Mexico, India and Bahrain where workers are vulnerable to exploitation. These countries have few, if any environmental, health & safety, or food safety laws to protect workers, citizens and the environment.

Whereas, Over the past 20 years, NABISCO has closed plants in Pittsburgh, Houston, Niles, St. Elmo, Buena Park, Philadelphia and Toronto. Plant closures devastate communities and families, as well as state and county tax bases. Making matters worse, in Chicago, in the 1990's NABISCO took \$90 million in subsidies from Illinois taxpayers; twenty years later they are essentially abandoning the taxpayers investment.

Whereas, NABISCO'S continued corporate policy of closing down plants to take advantage of low wage workers has been a windfall for its top executives and largest shareholders. Over the last eight years, MONDELEZ CEO Irene Rosenfeld has raked in approximately \$170 million in compensation. Billions more went to the largest investors in dividends and stock buybacks.

Therefore, be it resolved, that's the NPMHU is committed to the following goals:

- \* The return all production of NABISCO products to be sold in the U.S. to be made in the U.S.
- \*The NPMHU will support the boycott of ALL NABISCO products made in Mexico

\*The NPMHU will support the members of the BCTGM in particular its Chicago Local 300 in its fight to protect their jobs

*Joseph A. Palau*  
CHIEF STEWARD T-3  
LOCAL 300 NPMHU  
N.Y.C.

# Bakery Workers Union to Double Down on Nabisco Consumer Boycott

 [bctgm.org/2016/03/bakery-workers-union-to-double-down-on-nabisco-consumer-boycott/](http://bctgm.org/2016/03/bakery-workers-union-to-double-down-on-nabisco-consumer-boycott/)

KENSINGTON, Md. – Today, the BCTGM – which represents nearly 4,000 members at Mondelēz International, maker of Nabisco snack products – announced in response to the layoff of the first 277 workers at the Southside Nabisco Chicago Bakery, an escalation in its efforts to promote its “Check the Label” campaign, encouraging American consumers to reject Nabisco products made in Mexico and instead, buy those that are produced in America in support of American jobs. BCTGM will send teams of the laid off workers around the country, focusing on large urban areas, to meet with unions, social organizations, churches, state labor federations, among others to enhance support for the boycott and continue to expand its coalition.

“Today’s layoff of the first 277 employees from the Nabisco Chicago Bakery should not be seen as the end of the Union’s effort to save these American jobs, but rather the launch of an intensified effort to educate the American consumer on the transfer of this work from the hard working employees of Chicago to low wage jobs at Nabisco’s production facility in Salinas Victoria, Mexico,” said David B. Durkee, International President of the BCTGM. “We will send teams of these laid off workers to thousands in multiple communities across America to tell their story, redoubling our efforts on their behalf to educate the American consumer regarding the importance of withholding their consumer dollars from the purchase of Nabisco’s Mexican-made products.”

Mondelēz, the owner of the Nabisco brand, told workers at the Chicago bakery back in May of 2015 that they would consider putting new technology in Chicago if the workers would take a 60% reduction in wages and benefits or 46 million dollars per year every year into the future to secure a \$130,000,000 investment.

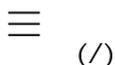
Durkee added, “They made an offer that was so ridiculous they knew it could never be accepted. American workers cannot compete with workers in Mexico making \$60 per week with little or no benefits. Nabisco’s plans to lay off American workers, put their jobs in Mexico and then return the products to the United States to sell is the ultimate insult to both the American worker and consumer. They want the American consumer to support them by purchasing their products, but they have no loyalty to any country, community, or worker that has contributed to their billions in profits in the past. By dispatching boycott education teams to inform consumers that every dollar denied to the purchase of these products supports American jobs, we’ll send a loud and clear message to this company via their balance sheet, effectively making no benefit for Nabisco to run those plants in Mexico. This is not over, and will not be over, as long as this company continues to destroy families and communities by moving work from the United States to these low wage countries.”

The National contract between Mondelēz International and over 2,000 of its 4,000 workers represented by the BCTGM, expired on February 29, 2016. BCTGM continues to be resolute in its commitment to securing a quality contract for its members – one that is in the very best interests of all members and their families today and into the future.

For more information about announced job losses in Chicago, please watch [The Nabisco-Mondelēz 600](#).



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APR 27, 2016, 15:00 ET

News provided by

Bakery, Confectionery, Tobacco Workers and Grain Millers International Union →

(<http://www.prnewswire.com/news/bakery%2C+confectionery%2C+tobacco+workers+and+grain+millers+international+union>)



## AFL-CIO Endorses Bakery Workers' Boycott of Mexican-made Nabisco Products

Campaign encourages Americans to "Check the Label" in support of American jobs by purchasing only those Nabisco products made in America

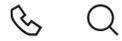
KENSINGTON, Md., April 27, 2016 /PRNewswire/ -- Today, the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union ("BCTGM") - which represents nearly 4,000 members at Mondelēz International, maker of Nabisco snack products - announced that the national AFL-CIO has officially endorsed its nationwide consumer boycott of Nabisco snack products made in Mexico. The "Check the Label (<http://www.fightforamericanjobs.org/check-the-label/>)" campaign was launched to stop Nabisco/Mondelēz from continuing to outsource jobs, by urging American consumers to reject Mexican-made Nabisco products and, instead, buy those that are produced in America in support of middle-class American jobs. The AFL-CIO's endorsement is a watershed moment in BCTGM's boycott movement, as it adds 12.5 million members in 56 affiliated national and international unions, as well as their families and their local and extended communities across the United States and the globe.

David B. Durkee, BCTGM's International President, stated, "BCTGM is proud to have the support of our 12.5 million Brothers and Sisters of the AFL-CIO who share our profound dismay that Nabisco/Mondelēz is asking American workers to give up 60% of their wages and benefits - amounting to \$46 million per year in perpetuity - or have their jobs shipped to Mexico. The AFL-CIO's backing sends the strongest signal yet that American workers and consumers will not stand idly by while Americans lose their jobs. Most immediately, we believe that the endorsement lends substantial and sustainable support to our "Check the Label" campaign, aimed at supporting American jobs by ensuring consumers' favorite Nabisco products are produced in America before purchasing."

BCTGM launched the "Check the Label" campaign after Nabisco/Mondelēz closed numerous U.S. production facilities, costing many hundreds of American jobs, while at the same time expanding production in its facilities in Monterrey and Salinas, Mexico, where pay is so low that the minimum wage is measured by the day, not the hour. BCTGM is sending teams of the laid-off workers around the country, focusing on large urban areas, to enhance support for the boycott and continue to expand its coalition.

The National contract between Mondelēz International and over 2,000 of its 4,000 workers represented by the BCTGM, expired on February 29, 2016. BCTGM continues to be resolute in its commitment to securing a quality contract for its members – one that is in the very best interests of all members and their families today and into the future.

The full text of the AFL-CIO endorsement includes the following:



(/)

The AFL-CIO has approved your request to include Mondelēz International on the list of AFL-CIO national boycotts. Specifically, the boycott will apply to all Mondelēz International snack food products that are labeled "Made in Mexico," including Oreos, Newtons, Chips Ahoy, Honey Grahams, Animal Crackers, Ritz Crackers, Premium, Belvita, Lorna Doane, Teddy Grahams, Honey Maid, and Wheat Thins. In accordance with the policy on boycott endorsements adopted by the AFL-CIO Executive Council, the federation will maintain the "Made in Mexico" snack products of Mondelēz International on its published boycott list for up to one year from the date of endorsement unless your union requests an earlier termination of the listing. At the end of the year, you may request to have the company included on the list for another 12 months.

The AFL-CIO and the AFL-CIO Union Label and Service Trades Department will post this product line to the list on their websites and Union Label Letter publication.

For more information about the "Check the Label" campaign, please watch this informational video (<https://www.youtube.com/watch?v=Ln38Rrkn-h8&feature=youtu.be>).

To learn more about the announced job losses in Chicago and contract negotiations, please visit [www.FightForAmericanJobs.org](http://www.FightForAmericanJobs.org) (<http://www.fightforamericanjobs.org/>); for more about the BCTGM, please visit [www.BCTGM.org](http://www.BCTGM.org) (<http://www.bctgm.org/>).

#### **Contacts:**

Ron Baker, BCTGM Strategic Campaign Coordinator  
(703) 508-2637  
[RBaker@BCTGM.org](mailto:RBaker@BCTGM.org) (<mailto:RBaker@BCTGM.org>)

Jeanne Foxman, Perry Street Communications  
(214) 965-9955  
[jfoxman@perryst.com](mailto:jfoxman@perryst.com) (<mailto:jfoxman@perryst.com>)

SOURCE Bakery, Confectionery, Tobacco Workers and Grain Millers International Union

#### **Related Links**

<http://www.BCTGM.org> (<http://www.BCTGM.org>)

#### **Also from this source**

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MAR 30, 2016, 14:00 ET

**Bakery Workers Express Astonishment over Nabisco CEO Irene... (<http://www.prnewswire.com/news-releases/bakery-workers-express-astonishment-over-nabisco-ceo-irene-rosenfelds-20m-pay-day-while-company-continues-to-ruin-american-communities-300243517.html>)**

# SUPPORT AMERICAN JOBS! CHECK THE LABEL!

AFL-CIO Endorsed!

Nabisco/Mondeleēz is slashing good middle-class American jobs and shipping them to Mexico.

## Do YOU know if your favorite Nabisco products are **MADE IN MEXICO**?

Nabisco/Mondeleēz has plants in Monterrey and Salinas, Mexico where low-wage workers, in workplaces with lax regulatory standards, are producing Nabisco products.

Make sure your family only purchases Nabisco snacks made by your fellow American workers. **CHECK THE LABEL** on the back of every Nabisco package (near the expiration date and UPC code) before you purchase.

## There are TWO ways to tell if your Nabisco snacks are **MADE IN MEXICO**:

1

Check for the words "Made in Mexico"



2

Check the plant identification code:

### DO NOT BUY:

MM = Monterrey, Mexico  
MS = Salinas, Mexico

### DO BUY:

AE = Chicago  
AH = Portland, Ore.  
AP = Fairlawn, N.J.  
AX = Atlanta  
AZ = Richmond, Va.  
XL = Naperville, Ill.



**DO NOT BUY** Nabisco products made in Mexico and tell your grocery manager to stock **ONLY AMERICAN-MADE** Nabisco/Mondeleēz snacks!

### LEARN MORE:

-  [www.fightforamericanjobs.org](http://www.fightforamericanjobs.org)
-  BCTGM International Union
-  @BCTGM\_Nabisco

### WATCH OUR VIDEOS:

The 600



Check the Label



39

Date: May 31, 2016

From: Ronald Williams, Jr. Mail Handler, NPMHU Local 303  
To: NPMHU National President

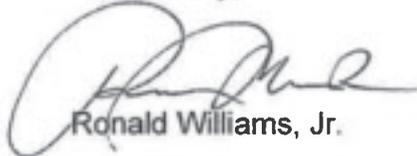
**RE: PROPOSED RESOLUTION FOR 2016 NATIONAL CONVENTION**

Greetings President Hogrogian,

After review of the **2012 National Constitution, Article XII, Section 15**, I respectfully submit the attached Resolution proposal for the 2016 National Convention. I understand that my proposed resolutions shall be referred to the Committee on Resolutions for consideration and recommendation to the Convention delegates for adoption, modification, or rejection thereof.

I further understand that if my proposed resolution is adopted that Section 18 provides the National Executive Board the power following the adoption of a resolution or a constitutional amendment by the National Convention, to make such typographical, grammatical, and punctuation corrections, rearrangements, and renumbering of articles and sections, or otherwise, including the supplying or remedying of inadvertent omissions or errors, as are necessary to carry out the spirit and intent of any resolution or amendment adopted.

In Solidarity,



Ronald Williams, Jr.

## PROPOSED RESOLUTION

**Based On  
Resolution**

**Proposed By: Ronald Williams, Jr., Local 303**

### **DIGNITY, RESPECT AND JUSTICE IN THE WORKPLACE**

**WHEREAS**, it is the task of the National Postal Mail Handlers Union (NPMHU) to organize all members in support of one another, including its affiliated Local Unions, and thousands of dedicated representatives 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 conditions of employment; and

**WHEREAS**, we the members of NPMHU believe that we deserve dignity, respect and justice in our workplace; and workplace bullying leads to rudeness, hatred, disloyalty and arrogance denying its membership a workplace free of unlawful and inappropriate conduct; and

**WHEREAS**, harassment, emotional and psychological abuse becomes institutionalized ferocity when management condones its use. Management may write policy statements to illustrate support of dignity respect and justice in the workplace, and there must be consequences for the bully or management; and

**WHEREAS**, Bullying, emotional, and psychological abuse leads to a disruptive and hostile work environment leaving our members intimidated and terrified to affirm, their contractual rights, therefore undermining the union's ability to represent them; and

**WHEREAS**, it is NPMHUs responsibility to promote unity, democracy, and strength through human rights, freedom in our union, and throughout the world; and

**THEREFORE, BE IT RESOLVED**, that this Union shall endorse a sustained Struggle taking all rational measures to promote dignity, respect, and justice in the workplace. The National Postal Mail Handlers Union will ensure the Postal Service values the diversity of mail handlers and remains committed to a workplace where all can come to work and be treated with dignity and respect.

5/16/16

Stanley PIKARSKI

stop STEWARD - (LOCAL 308)  
(CELL)

NATIONAL POSTAL MAIL HANDLERS UNION  
2016 NATIONAL CONVENTION  
1101 CONNECTICUT AVE.  
NW SUITE 500  
WASHINGTON DC 20036  
RE: AMENDMENTS & RESOLUTIONS

① MAIL HANDLERS INVOLVED IN PLANTS THAT HAVE A REDUCTION IN WORK FORCE SHOULD BE ALLOWED TO TRANSFER IN LIEU OF WITH NO LOSS OF SENIORITY I PERSONALLY HAVE BEEN INVOLVED IN THIS TWICE 2013 - 2016. I CURRENTLY HAVE 42+ YEARS SENIORITY AND LOST MY JOB TWICE. ALL THE FELLOW MAIL HANDLERS THAT TRANSFERRED HAVE MADE OUT BETTER WITH DAYS OFF AND HOURS AND THE FEW PEOPLE LEFT SUFFER WITH BAD DAYS OFF AND HOURS

② POST OFFICE SHOULD OFFER A (VER) VOLUNTARY EARLY RETIREMENT WITH A CASH PAYMENT TO REDUCE WORK FORCE

AND AID THE POSTAL SERVICE TO  
BECOME MORE FLUID ECONOMICALLY.  
THIS OFFER SHOULD REMAIN OPEN TILL  
THE POSTAL SERVICE GETS THE AMOUNT  
OF PEOPLE THEY WANT

THANK YOU FOR YOUR CONCERN AND  
LOOKING FORWARD TO YOUR COMMENTS

IN SOLIDARITY  
STANLEY PIKARSKI  
Stanley Pikarski

(LOCAL 308 SHOP STEWARD)



# National Postal Mail Handlers Union 2016 NPMHU National Convention

Proposed change to the 2016 National Constitution

Mail submissions to:

Local Union:

National Postal Mail Handlers Union  
1101 Connecticut Ave, NW, Suite 500  
Washington, DC 20036

Article to be changed: Article  Section  Paragraph  Page number

### Proposed change/addition to language

Change to read as follows (Please underline actual changed or added language):

Section 2. This Union shall strive to advance the interests of its members and protect the integrity of the craft jurisdiction of this Union through mutual cooperation, organizing the unorganized, collective bargaining, the creation of additional full-time career positions, the promotion of legislation,....

Reason for change/addition:

Name:

Date:



# National Postal Mail Handlers Union

## 2016 NPMHU National Convention

Proposed change to the 2016 Local Constitution

Mail submissions to:

Local Union:

National Postal Mail Handlers Union  
1101 Connecticut Ave, NW, Suite 500  
Washington, DC 20036

Article to be changed: Article  Section  Paragraph  Page number

### Proposed change/addition to language

Change to read as follows (Please underline actual changed or added language):

This Local Union shall strive.... organizing the unorganized, collective bargaining, the creation of additional full-time career positions, the promotion of legislation,...

Reason for change/addition:

Name:

Date:

Enclosed are resolutions I am submitting for our 2016 NPMHU national convention.

I will be happy to send you these resolutions in digital format to save you the effort of retyping them or photo-copying them for the convention booklets.

Steve Brown  
Local 321

Convention Resolution submitted by Steve Brown, Local 321

Obtaining full rights, protections, and benefits for newly-hired workers.

Whereas the conditions for Mail Handler Assistants, imposed on our craft by an arbitrator, have weakened the job protections and benefits of workers hired as Mail Handler Assistants,

And whereas MHA's often lose as much as 3 years of retirement benefits,

Be it Resolved that the NPMHU take the stand in current and future contract negotiations that all Mail Handler Assistants who eventually become career employees must have their craft seniority date and retirement benefits begin with their original date of hire.

Be it further resolved that the NPMHU fight to have these increased rights and benefits retroactively applied to all career mail handlers who have previously been Mail Handler Assistants.

Convention Resolution submitted by Steve Brown, Local 321

Locals to Participate in AFL-CIO State and Local Organizations

**WHEREAS:**

- Labor solidarity is a basic principle of trade unionism.
- We will need the support of other unions and community groups in the coming years as we fight the attacks on the USPS and on our good, union, postal jobs.
- AFL-CIO Central Labor Councils, and Area Labor Federations exist in every state. Participation in these organizations is a great chance to learn from the activities and struggles of other unions representing workers in many walks of life and a chance to inform other unions of the issues that matter to mail handlers.

**BE IT RESOLVED that we take the following actions:**

- Each NPMHU Local will join its AFL-CIO State Federation and Central Labor Council. Each NPMHU Local will report to the national NPMHU Legislative & Political Director of its progress in this regard.
- Locals are encouraged to find at least one rank-and-file member or officer to attend the state and local AFL-CIO meetings.
- Locals are encouraged to find at least one rank-and-file member or officer to work on political and legislative issues that affect the lives of mail handlers.

Convention Resolution submitted by Steve Brown, Local 321

Local support for A Grand Alliance

Whereas the NPMHU is a founding member of A Grand Alliance to Save Our Public Postal Service,

And whereas A Grand Alliance to Save Our Public Postal Service works together with the postal mailing public, businesses, and citizens groups to fight to preserve a strong and healthy postal service,

And whereas only with the support of the general public can we save the USPS from privatization,

Be it resolved that NPMHU Locals sign on as members of the Grand Alliance. This will help our Locals keep informed and active with the work of A Grand Alliance in our communities.

Convention Resolution submitted by Steve Brown, Local 321

Breakout Groups at National Conventions

**Whereas** our NPMHU national conventions provide an excellent opportunity for learning and communication among delegates,

**Be it resolved** that future NPMHU national conventions contain one or two times in the schedule for breakout groups or workshops where delegates can get information on specific topics and share their ideas and experiences. These might include breakout groups on such topics as stewards skills, creating better local union websites and newsletters, recruiting new members, building member support for the union, dealing with plant managers, fighting plant closures, a people-of-color caucus, and a young workers caucus.

**Be it further resolved** that in the months leading up to each national convention the NPMHU will solicit suggestions from the membership for possible topics of these breakout sessions.



**NATIONAL POSTAL MAIL HANDLERS UNION**

Division of the Laborer's International Union of North America, AFL-CIO

1833 WEST ELK PLACE - DENVER, COLORADO 80211

Office 1-303-455-6400 Fax 1-303-455-5810 Watts 1-800-521-5094 TDD 1-303-455-6400



June 14, 2016

To: National 2016 Convention Committee

From: Cindy Hoehl-Rinker  
NPMHU Local 321 President

Re: Resolutions to be Considered

To Whom It May Concern;

Please consider the attached as submissions to the Resolutions Committee for the 2016 National Convention.

Thank you for your time and consideration.

Sincerely,  
Cindy Hoehl-Rinker  
Local 321 President

A handwritten signature in cursive script that reads 'Cindy Hoehl-Rinker'.

## Save the Postal Service – Save the Mail

Whereas, this is the 21<sup>st</sup> century and the decline of first class mail has taken a toll due to the use of the internet and other electronic means;

Whereas, the US Postal Service employs mail handlers and pays a decent wage;

Whereas, the use of ordering any number of items online, or through a catalogue;

Whereas, the US Postal Service is increasing the number of packages it delivers;

Whereas, the US Postal Service has begun using a Mail Handler Revenue Generation Program;

Therefore, be it resolved, that the NPMHU fully supports purchasing Union made and American made items;

Be it further resolved, that the NPMHU will promote the Revenue Program;

Be it further resolved, that the NPMHU will promote the US Postal Service over our competitors;

Be it further resolved that we will have strength in numbers and by volume of the mail we can generate good paying jobs with good benefits which in turn will give us the job security we need for our very existence;

Be it further resolved that we will spread the word to all family, friends, acquaintances and business associates as is humanly possible;

So be it resolved.

*Cindy Webb-Rh  
President Local 321*

COLORADO



LOCAL 321

NATIONAL POSTAL MAIL HANDLERS UNION

Division of the Laborer's International Union of North America,  
AFL-CIO

1833 WEST ELK PLACE - DENVER, COLORADO 80211

Office 303-455-6400 Fax 303-455-5810 Watts 1-800-521-5094 TDD 1-303-455-6400



From: Matt Mc Auliffe  
NPMHU, Local 321

To: Paul Hogrogian  
President-NPMHU  
1101 Connecticut Ave. NW, Suite 500  
Washington, D.C. 20036

.....

Dear Brother Hogrogian,  
Pursuant to the requirements of Article XII of our National Constitution enclosed please find proposed resolutions submitted for consideration for the 2016 National Postal Mail Handlers Convention.  
In Solidarity,

Matt Mc Auliffe  
Rank and File  
NPMHU-Local 321

Mail Handler Assistant Representation on the Committee of the Future

The United States Postal Service has created the Mail Handler Assistant position to be utilized as a yearly based contract workforce, a provisional group of workers who work for the organization on a non-permanent basis; and

WHEREAS, Due to the 2011 National Agreement, based on the Fishgold Arbitration award, newly hired Mail Handler Assistants will be the only source for future career hiring within the Mail Handler Craft; and

WHEREAS, many of the new members of the National Postal Mail Handlers Union are younger, women, LGBTQIAAP, and people of color; and

WHEREAS, the future of the NPMHU depends heavily on the ability of younger members to develop into future leaders; and

WHEREAS, a powerful union can be built only through recognition and inclusion of the full diversity of the new members, including Mail Handlers of all races, sexes, ages, and sexual orientations; and

WHEREAS, The Committee of the Future addresses prospective collective bargaining issues and imminent postal automation;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the establishment of Mail Handler Assistant representation amongst the Committee of the Future.

BE IT FURTHER RESOLVED, that the NPMHU will further endeavor to create space for MHAs and Former MHAs on the Committee of the Future to better represent the interests and diversity of the membership.

### Build A Grand Alliance to Save Our Public Postal Service

The United States Postal Service is the constant target of numerous privatization campaigns driven by greedy elected officials on behalf of corporate agendas to dismantle this 241-year-old institution; and

WHEREAS, Privatization is the legal looting of public services and assets; and

WHEREAS, quality pressure applied to Congress by mass movements, such as civil rights and Vietnam veterans' rights movements, have produced monumental legislation; and

WHEREAS, the importance of Congressional correspondence and lobbying for legislation is recognized, they alone are not enough; and

WHEREAS, to protect the USPS as an independent agency of the United States Government and save postal jobs, there has to be a widespread public movement; and

WHEREAS, the four national postal unions NPMHU, NALC, APWU and the NRLCA have joined forces to create A Grand Alliance to Save the Public Postal Service with over seventy national organizations including the labor movement, civil rights organizations, students, seniors, veterans' groups, community and faith-based organizations, and business groups as an initial step;

THEREFORE, BE IT RESOLVED, that the National Postal Mail Handlers encourage NPMHU Locals' memberships to build relationships with local and state groups to affiliate with A Grand Alliance to Save Our Public Postal Service, beginning with those already affiliated at the national level based on transparency, reciprocity, and our shared values.

Support the Black Lives Matter Movement and Racial Justice Work

The Black Lives Matter movement isn't a debate over whose lives matter more but a call to dismantle the institutionalism of anti-black racism and white supremacy which must be answered by challenging the structures of power for a more multiracial democratic society.

WHEREAS, The Black Lives Matter movement came into existence as a response to the uprisings in Ferguson and Baltimore, to the campaigns that demand justice for Sandra Bland and Tamir Rice, and the wake of the Charleston Massacre- an atrocity that sparked national outcry in the long history of racist violence in the United States; and

WHEREAS, throughout history, the right wing has made every attempt to portray Black-led struggles for freedom and equality as Black people trying to get "special rights" by taking something away from white people; and

WHEREAS, From anti-slavery, anti-lynching, anti-discrimination, civil rights, and racial justice struggles, the right has mobilized the economic anxiety, fear, and anger of white people and blame people of color for declining wages, rising costs, and the unraveling of public institutions (which in actuality, is because of massive defunding and privatization); and

WHEREAS, Anti-Black racism and white supremacy are divide-and-rule strategies developed out of the fear of the U.S. slave society's ruling class-who witnessed indentured Europeans and enslaved Africans unite and fight back, witnessed people of European and African descent marrying and building family together; and

WHEREAS, Anti-Black racism and white supremacy were developed through laws, policies and brutal institutionalized violence to keep the vast majority of us fighting and hating each other, while the 1% and those with the power to rule consolidated wealth and power, extracting it from working class communities, with communities of color hardest hit; and

WHEREAS, white working people have fought for greater inclusion and economic justice, the ruling class granted an expansion of benefits economically, politically, and socially- in exchange for suppressing the power of working class communities of color; and

WHEREAS, The Black Lives Matter movement is attempting to remedy the institutional racism in housing, healthcare, jobs, education, the criminal justice system, and so on;

THEREFORE, BE IT RESOLVED, that the National Postal Mail Handler Union should support the Black Lives Matter movement.

BE IT FURTHER RESOLVED , that the National Postal Mail Handlers Union should encourage our membership to try to find their ways into effective, meaningful work for racial justice.

BE IT FURTHER RESOLVED, that the NPMHU should encourage the white membership to speak up and take action in relationship to people of color-led efforts.

## Support the Establishment of Steward Councils

Steward councils would help foster a strong, democratic, and effective National Postal Mail Handlers Union by solidifying the foundational roles and responsibilities of stewards as worksite leaders, activists, and ambassadors of the union.

WHEREAS, the NPMHU's greatest asset is the strength, unity and solidarity of its entire membership; and

WHEREAS, a steward has no greater rights than any of the members in her/his area, however, the responsibilities of a steward do outweigh those of other members; and

WHEREAS, the responsibilities of a steward shall include, but are not limited to:

- A. Mobilizing members to action;
- B. Supporting the Union's efforts to process grievances and resolve worksite issues;
- C. Orientating new workers to the union;
- D. Distributing and posting all appropriate information s/he receives from the Union and updating the union bulletin board;
- E. Effectively leading members to defend and advance the interests of the membership;
- F. Participating in, promoting, and recruiting for the Union's organizing and political program; and

WHEREAS, a steward council shall serve as the center of union activity, information, and input at the workplace; and

WHEREAS, a steward council shall take leadership in the recruitment and development of new stewards/activists; and

WHEREAS, a steward council shall take leadership for coordinating the Union's programs for bargaining, organizing, political, legislative, grievance, and arbitration activity at the facility level; and

WHEREAS, a steward council shall take leadership coordinating and implementing union-wide plans, goals, and objectives; and

THEREFORE BE IT RESOLVED, that the NPMHU encourages its Locals to develop and support the establishment of steward councils.

