

REPORT

OF THE

CREDENTIALS COMMITTEE

TO THE

**2020 NPMHU NATIONAL
CONVENTION**

DENVER, COLORADO

August 8-11, 2022



REPORT
OF THE
CREDENTIALS COMMITTEE
TO THE
2020 NPMHU NATIONAL CONVENTION

TO: All Delegates to the 2020 NPMHU National Convention

The Credentials Committee respectfully submits the following report to the 2020 NPMHU National Convention:

The Credentials Committee to the 2020 NPMHU National Convention as initially chaired by Pervous (Andy B) Badilishamwalimu of Local 310, but upon his appointment to the Contract Administration Department in early 2022, John (J.R.) Macon of Local 329 was appointed Committee Chair. Members of the committee are Wilfredo Delgado of Local 300, Gregory Hill of Local 304, Joyce Miskell of Local 309, Chawanda Parson of Local 310, Bernie Gonzalez of Local 320, Dan Riemann of Local 324, Todd Larson of Local 328, Robert Griffith of Local 330, and National President Paul Hogrogian, serving ex officio.

The rules governing the election of Local Union delegates to attend the 2020 NPMHU National Convention were adopted by the National Executive Board (NEB) in August 2019, pursuant to the requirements set forth in Article XII, Section 3 of the National Constitution. That section empowers the NEB to adopt and promulgate rules to govern delegate elections. In relevant part, as adopted by the NEB, those rules were implemented as follows:

First, the maximum number of delegates that each Local Union was entitled to send to this Convention was determined by the National Secretary-Treasurer, using the membership formula set forth in Article XII, Sections 4 and 5 of the National Constitution. Based on these calculations, and including the members of the NEB who automatically serve as delegates pursuant to Article XII, Section 7 of

the National Constitution, the maximum number of total delegates who could have attended this Convention was 1461.

Second, the actual number of delegates that each Local Union decided to send to this Convention was determined by the Local Union Council of each Local Union, in accordance with the requirements of Article IV, Section 7 of the Uniform Local Union Constitution (ULUC). Based on these decisions, and again including the members of the NEB who automatically serve as delegates, the actual number of total delegates who are authorized to attend this Convention is 326.

Third, elections to determine the members who would serve as delegates to represent each Local Union were held by the Locals, primarily during the months of January through March 2020. Results of those elections, as certified by the Judges for the 2020 Delegate Election in each Local Union, were forwarded to the National Office in a timely fashion.

Fourth, any regular member of a Local Union who desired to protest the manner of selecting a delegate or delegates to the National Convention from his or her Local Union had thirty (30) days after the Local Union's delegate election in which to file a protest with the National President. Each protest received by the National President was referred to the Credentials Committee for its review and consideration.

After establishment of the Credentials Committee, it was determined that a total of two (2) protests were received from members who sought to challenge, in whole or in part, the delegate elections held by two (2) of the Local Unions.

The Credentials Committee met virtually, over Zoom, on May 19 and 20, 2020, in order to determine the list of delegates who should be certified to attend this Convention. Written submissions relevant to each protest were fully reviewed and considered by the Committee. Based on the written submissions, the Committee determined that it was not necessary to conduct any oral hearings.

During its meetings held on May 19 and 20, 2020, as well as its pre-Convention meetings starting on August 5, 2022, the Committee reviewed and approved the complete list of delegates who are certified to attend this Convention. Actions taken by the Committee during these meetings included the following:

1. The Committee reviewed the number of delegates allowed to each Local Union as well as the number of delegates that each Local Union Council decided to send to the Convention;
2. The Committee reviewed the results of delegate elections in all Local Unions that held such elections during 2020;

3. The Committee reviewed the list of Local Union Presidents who, in accordance with Article XII, Section 3 of the National Constitution, automatically serve as one of their Local Union's delegates to this Convention;

4. The Committee reviewed the list of National Officers serving on the NEB who, in accordance with Article XII, Section 7 of the National Constitution, automatically serve as a delegate to this Convention;

5. The Committee reviewed and decided upon its recommendations for each of the protests that were filed to challenge the results of delegate elections held by the Local Unions;

6. The Committee produced the attached documents to set forth the information necessary for the governance of this Convention, including:

Attachment A: a listing of all members certified, as of August 7, 2022, to serve as delegates to this Convention;

Attachment B: a listing of all Local Unions, together with their maximum number of delegates, their actual number of delegates, and the resulting weighted vote that each registered delegate may cast during this Convention; and

Attachment C: a listing of each protest filed with, and fully considered by, the Credentials Committee, including the decision recommended by the Credentials Committee for the approval of this Convention.

7. The Committee approved for distribution the original and duplicate credentials to be provided to each certified delegate.

The Credentials Committee scheduled additional meetings in Denver, Colorado to update and finalize the list of delegates to be certified to attend this Convention. Because of the unique delay caused by Covid-19, the number of delegates and the identity of those delegates has been constantly changing during the past two years, leading to many adjustments and modifications. The Committee also plans to assist with the registration of delegates to this Convention. Finally, the Committee also will use its time to discuss and prepare the supplemental reports that will be used throughout the Convention proceedings to update registration information about the delegates attending this Convention.

The Credentials Committee hereby moves for the adoption of this Report of

the Credentials Committee to the 2020 NPMHU National Convention, together with all of its attachments.

Respectfully submitted,

Credentials Committee to the 2020 NPMHU
National Convention

John (J.R.) Macon, Chair
Wilfredo Delgado, Local 300
Gregory Hill, Local 304
Joyce Miskell, Local 309
Chawanda Parson, Local 310
Bernie Gonzalez, Local 320
Dan Riemann, Local 324
Todd Larson, Local 328
Robert Griffith, Local 330
Paul V. Hogrogian, ex officio

Attachment A

NPMHU 2020 National Convention Delegates

Local 297	Max = 28
1. Bentley, Chris D	
2. Caird, Michael	
3. Grant, Pamela D	
4. Judie, Phyllis	
5. Karg, Greg	
6. Marks, Karen	
7. Western, Rick	
8. Williams, Bridget	
Local 298	Max = 6
1. Foster, Aubrey	
Local 299	Max = 4
1. Parker, Deanna (Keala)	
Local 300	Max = 183
1. Bermudez, Ray	
2. Bilotta, Peter	
3. Brown, Saieda	
4. Chandler, Mark	
5. Cimirro, Lawrence	
6. Costigan, Joseph	
7. Crenshaw, Latina	
8. Danzo, Dan	
9. Delgado, Irene	
10. Delgado, Wilfredo	
11. Espinal, Jason	
12. Gibbs, Linda	
13. Goodlow, Ann	
14. Guzman, Tracey	
15. Hester, Phill	
16. Johnson, Marcenia	
17. Kimber, Michelle	
18. Lang, David	
19. Lewis, Jessie	
20. Lombardo, Lucy	
21. Muhammad, Atika	
22. Palau, Joseph	
23. Perry, Sediqua	
24. Pinkney, Kim	
25. Prieto, Alberta	

26. Ramos, Shirley	
27. Russo, Tommy	
28. Sacks, Alan	
29. Schultz, Frank	
30. Smith, James	
31. Spindler, Howie	
32. Start, Theresa	
33. Stuart, Trevor	
34. Tabarus, Kevin	
35. Utz, Don	
36. Williams, Erika	
37. Williams-Arnonld, Annesia	
Local 301	Max = 110
1. Alvarado, Phil	
2. Baker, Donna	
3. Bessette, John	
4. Bureau, Paul	
5. Couture, Anthony	
6. Couture, Christine	
7. Depietro, Cindy	
8. Dunn, Tom	
9. Florentino, Teresa	
10. Gilman, Brett	
11. Goggin, Bob	
12. Henderson, Geoff	
13. Holt, Shawn	
14. Libby, Diane	
15. Lee, Timothy	
16. Luciani, Kenny	
17. O'Connell, John	
18. O' Leary, Susan	
19. St. Marie, Daniel	
20. Staples, John	
21. Sullivan, Tim	
22. Surette, Scott	
23. Sweeney, Sean	
Local 302	Max = 69
1. Anderson, Elizabeth	
2. Bell, Chrystal	

3. Coleman, Anthony
4. Dalton, Shawn
5. Gutierrez, Steve
6. Matta, Fernando
7. Mayes, Tony
8. Montgomery, Lisa A.
9. Moore, James M.
10. Parker, Dwight
11. Rankin, Wayne
12. Winston-McCurn, Lisa
Local 303 Max = 107
1. Abbot, Thomas E.
2. Collins, Terrie L.
3. Cowan, Eddie
4. Cunningham, Van F.
5. Duncan, Angela F.
6. Gayles, Christopher M.
7. McNeil, Kathleen Y.
8. Ortega, Daniel A.
9. Perkins, Pamela D.
10. Ramey, Carlton A.
11. Schneider, Eric B.
12. Thompson, Brenda
13. Torres, Juan O.
14. Willoughby, Dorleatha
Local 304 Max = 82
1. Benton, Shelley
2. Cody, Daniel P.
3. Hill, Gregory
4. Hinkle-McCoy, Rhonda
5. Johnson, Jr., Charles
6. Jones, Janet
7. Ward, Gloria
Local 305 Max = 110
1. Anderson, Marcus
2. Brown, Cynthia
3. Byrdsong, Samantha
4. Carr, Derrick
5. Farmer, Tim
6. Fitts, Kevin
7. Freeman, Lori
8. Hamlett, Leslie
9. Jackson, Felandria
10. Jasper, Angela

11. Lewis, Lakiesha
12. Love, Jr., Tommy
13. Manigo, Darrell
14. McCaskill, Terrence
15. Mcilwain, Everette
16. Melton, Michael
17. Pena, Jose
18. Perry, Michael
19. Pettway, Desiree
20. Robinson, Lafon
21. Seals, Kamico
22. Simpson, Jr., Marvin
23. Spratley, Demetria
24. Wallace, Maurice
25. Williams, Laura
26. Wyche, Shawn
Local 306 Max = 114
1. Barber, Steven
2. Blough, Mark
3. Bridges, Jeff
4. Byers, Tiffany
5. Castagna, John
6. Catchings-Tyler, Carmela
7. Cox, Darnell
8. Davenport, Leroy
9. Davis, Monica
10. Echols, Christopher
11. Gustave, Adam
12. Harris, June
13. Hopkins, Wayne
14. Howze, Robert
15. Lazu, Manuel
16. Leftridge, Kenneth
17. Martinie, John
18. Morris, Manuella
19. Newsome, Gregory
20. Rehbein, Max
21. Robinson, Tyrone
22. Ruth, Tanisha
23. Spaulding, Sheila
24. White, Walter
Local 307 Max = 37
1. Douglass, Derek
2. Fleming, Trevell
3. Haggarty, Jim

4. Johnson, Kimberly
5. Patterson, Ursula
6. Stevenson, Erik
Local 308 Max = 81
1. Bowens, Barrie
2. Carson, Brian
3. Clark, Brian
4. Fayter, Scott
5. Gibson, Josh
6. Glycenfer, Bob
7. Gohr, George
8. Jones, Eugene
9. Lee, Chris
10. Matteis, Matthew
11. Rembelinsky, Mike
12. Root, Shelby
13. Zelenenki, Joe
Local 309 Max = 36
1. Bicksler, Rebecca
2. DeRouville, Tanya
3. Miskell, Joyce
4. Pruchnicki, Lisa
5. Smith, Jerry
6. Wilkin, David
Local 310 Max = 36
1. Beasley, Allison
2. Boyd, Troas
3. Carter, Tony
4. Chambers, Reginald
5. Franklin, Charles
6. Greer, Lisa D.
7. Maddox, Willie
8. McClendon, Nolan
9. Nichols, Orlando
10. Parker, Marvin
11. Parson, Chawanda
12. Reid, Gary
13. Simmons, Tommy
14. Smith, Antonio
15. Smith, Quintella
16. Strozier, Danny
17. Williams, Ronzelle
Local 311 Max = 74
1. Bennett, Byron

2. Braziel, Nathaniel
3. Castleberry, Bobby
4. Charleston, Charles
5. Davenport, Dana
6. Givens, Jesse
7. Green, Terrie
8. Henry, Marvin
9. Jackson, Karen
10. Kimbrough, Harry
11. Lewis, Linda
12. Mackey, Shirley Lewis
13. McGee, Johnniece
14. Olds-Pride, Roxie
15. Owens, Eddie
16. Wallace, Debra D.
Local 312 Max = 9
1. Davis, Troy
Local 313 Max = 9
1. Torres, Maurice
Local 314 Max = 18
Local 315 Max = 18
1. Harms, Joe
Local 316 Max = 26
1. Bezella, Shaun
2. Hamilton, Willie
3. Kim, Steven
4. Kovac, Tim
5. Retter, Courtney
6. Rezac, Gene
7. Sneesby, Don
Local 317 Max = 10
1. Boucher, Maria
2. Davis, Dan
3. Harris, Charles
4. Hunt, Carlos
5. Miller, Tammie
6. Morris, James
7. Richburg, Robert
8. Rutledge, Mark

Local 318	Max = 87
1. Campbell, Wayne	
2. Clarke, Lynden	
3. Cuadra, Pete	
4. Czwojdak, Ken	
5. Diaz, Danny	
6. Douglas, Charlotte	
7. Dugans, Marshea	
8. Johnson, Joye'	
9. Jones, Shauna	
10. King, Stanley	
11. Maynard, Athelino	
12. Mendez, Victor	
13. Moody, Eugene	
14. Mosezar, Nick	
15. Nordyke, Ron	
16. Robertson, Andrew	
17. Rosa, Jose	
18. Sheldon, Thomas	
19. Strang, Chris	
20. Viveiros, Suzanne	
21. Weber, Joyce	
22. White, Ed	
Local 320	Max = 21
1. Aguilar, Art	
2. Garey, Shawn	
3. Gonzalez, Bernie	
4. Hernandez, Aaron	
5. Hernandez, Laurie	
6. Lowry, Cynthia	
7. Spotts, Simon	
Local 321	Max = 32
1. Beattie, Curtis	
2. Brown, Steve	
3. Damian, Annett	
4. Damian, David	

5. Grantham, Curtis	
6. Horton, Robert	
7. Koduah, Samuel T.	
8. Lairscey, Richard	
9. Le, Tony	
10. Lewis, Chanta	
11. Maines, Alexander	
12. Morgan, Jefferey	
13. Phu, Amy	
14. Ridley, Claude	
15. Ruiz, Michael	
16. Smith, Karen	
17. Solomon, Linda	
18. Trahan, Michael	
19. Williams, Demetra	
20. Wilson, Errol	
Local 322	Max = 32
1. Bankston, Jason	
2. Best, William	
3. Kamayu, Collins	
4. DeHaven, Linda	
5. Dickey, Kelly	
6. Fitzgerald, Joseph	
7. Stophel, Deborah	
8. Truschel, Donna	
Local 323	Max = 26
1. Abatte, Dean M.	
2. Enstrom, Brock A.	
3. Johnson, Delicia C.	
4. Larsen, Jeff	
5. Newhouse, Brian	
6. Yun, Edward L.	
Local 324	Max = 7
1. Riemann, Dan	

2. Williams, Betty	
Local 325	Max = 2
1. Williams, Dwayne	
Local 327	Max = 1
1. Buksch, Steve	
Local 328	Max = 2
1. Larson, Todd	
Local 329	Max = 29
1. Cox, Lyndon	
2. Douglas, Woodrow	
3. Getter, Chester	
4. King, Gregory	
5. Macon, John	
Local 330	Max = 2
1. Griffith, Robert	
Local 331	Max = 5
1. Wisneski, David	
Local 332	Max = 7
1. Clark, Vania	
2. Greenwell, Robert	
3. McFall, Robert	
4. McKean, Tyson	
5. Smith, James	
6. Tesch, Edvina	
7. White, John	
Local 333	Max = 19
1. Marshall, Monica	
Local 334	Max = 14
1. Adams, Alexander	
2. Adams, Sheldon D.	
3. Howell, Michael T.	
4. Shell, Anthony	
NEB	Max = 7

Attachment B

Weighted Votes

Local Union	Delegates Allowed	Delegates to Attend Per LUC	Weighted Votes
Local 297	28	8	3.50
Local 298	6	1	6.00
Local 299	4	1	4.00
Local 300	183	37	4.95
Local 301	110	23	4.78
Local 302	69	13	5.31
Local 303	107	15	7.13
Local 304	82	7	11.71
Local 305	110	26	4.23
Local 306	114	24	4.75
Local 307	37	6	6.17
Local 308	81	13	6.23
Local 309	36	6	6.00
Local 310	36	17	2.12
Local 311	74	16	4.63
Local 312	9	1	9.00
Local 313	9	1	9.00
Local 314	18	1	18.00
Local 315	18	1	18.00
Local 316	26	7	3.71
Local 317	10	8	1.25
Local 318	87	22	3.95
Local 320	21	7	3.00
Local 321	32	20	1.60
Local 322	32	8	4.00
Local 323	26	6	4.33
Local 324	7	2	3.50
Local 325	2	1	2.00
Local 327	1	1	1.00
Local 328	2	1	3.00
Local 329	29	5	5.80
Local 330	2	1	2.00
Local 331	5	1	5.00
Local 332	7	7	1.00
Local 333	19	1	19.00
Local 334	14	4	3.50
NEB	7	7	1.00
	1460	326	

Attachment C

Protest
Filed with the Credentials Committee
to the 2020 NPMHU National Convention

Filed By: Robert Cappuccio, Local 300

Basis of Protest:

Brother Robert Cappuccio, a member of Local 300, claims that he should not have been disqualified from running as a candidate for delegate in January 2020. He acknowledges that he missed two dues payments in Pay Periods 19 and 20 of 2018, but argues that he was unaware of the constitutional requirements about paying dues within the applicable grace period. He also claims his failure to pay dues during that period should be mitigated or excused because he was on LWOP because of an injury during that four-week period. As noted, the Judges of Election found Brother Cappuccio ineligible to be a candidate for delegate because he failed to make timely dues payments within the applicable 90-day grace period following Pay Periods 19 and 20 of 2018.

Recommended Decision of the Credentials Committee:

Deny protest

Passed unanimously

Rationale:

Brother Cappuccio acknowledges that he missed two dues payments during the applicable two-year look-back period when seeking to be a candidate for delegate from Local 300. The Committee reviewed the relevant dues records, and it is clear that Brother Cappuccio initially missed two dues payments during Pay Periods 19 and 20 of 2018. The Committee found this to be sufficient proof that Brother Cappuccio was automatically suspended during the two years prior to his nomination.

The governing constitutional provisions clearly state that the responsibility for the timely payment of dues rests on the individual member. Thus, in the National Constitution, Article XIV, Section 7 states that “[e]ach member of this Union shall be responsible for ensuring the timely payment of

his or her membership dues. Members whose dues are not paid within ninety (90) days shall be automatically suspended from membership in accordance with the Uniform Local Union Constitution.” The ULUC, in Article VIII, Section 3, states that “[m]embers whose dues are not paid within 90 days after such dues are payable shall be automatically suspended. Dues shall be payable by the last day of each month. Each member of this Union shall be responsible for ensuring the timely payment of his/her membership dues. A member on leave from the Postal Service for whatever reason, e.g. LWOP and disciplinary suspension, is not relieved of his/her obligation to pay dues.”

Applying these rules to the facts of this case, Brother Cappuccio was late in his payment of dues for Pay Periods 19 and 20 of 2018, beyond the applicable grace period. He was responsible for the timely payment of his dues, even while he was in a leave without pay status. Moreover, a member may not run for delegate unless he or she was a member in good standing continuously for the two years immediately prior to nomination. Thus, the Judges of Election properly declared Brother Cappuccio to be ineligible to run for delegate at the 2020 National Convention.

In these circumstances, the Credentials Committee voted to deny the appeal filed by Brother Cappuccio.

Protest
Filed with the Credentials Committee
to the 2020 NPMHU National Convention

Filed By: Cecil Loving, Local 310

Basis of Protest:

Brother Cecil Loving, a member of Local 310, claims that he was improperly disqualified from running as a candidate for delegate in January 2020 by the Judges of Election for the delegate election. He acknowledges that he missed dues payments from Pay Periods 5 through 8 of 2019, but argues that the constitutional requirements about paying dues within the applicable grace period should be set aside because his failure to pay dues was during a period of LWOP caused by an injury.

Recommended Decision of the Credentials Committee:

Deny protest

Passed unanimously

Rationale:

Brother Loving acknowledges that he missed four dues payments during the applicable two-year look-back period when seeking to be a candidate for delegate from Local 310. The Committee reviewed the relevant dues records, and it is clear that Brother Loving missed four dues payments during Pay Periods 5 through 8 of 2019. The Committee found this to be sufficient proof that Brother Loving was automatically suspended during the two years prior to his nomination.

The governing constitutional provisions clearly state that the responsibility for the timely payment of dues rests on the individual member. Thus, in the National Constitution, Article XIV, Section 7 states that “[e]ach member of this Union shall be responsible for ensuring the timely payment of his or her membership dues. Members whose dues are not paid within ninety (90) days shall be automatically suspended from membership in accordance with the Uniform Local Union Constitution.” The ULUC, in Article VIII, Section 3, states that “[m]embers whose dues are not paid within 90 days after such

dues are payable shall be automatically suspended. Dues shall be payable by the last day of each month. Each member of this Union shall be responsible for ensuring the timely payment of his/her membership dues. A member on leave from the Postal Service for whatever reason, e.g. LWOP and disciplinary suspension, is not relieved of his/her obligation to pay dues.”

Applying these rules to the facts of this case, Brother Loving missed his dues payments for Pay Periods 5 through 8 of 2019. He was responsible for the timely payment of his dues, even while he was in a leave without pay status. Moreover, a member may not run for delegate unless he or she was a member in good standing continuously for the two years immediately prior to nomination. Thus, the Judges of Election properly declared Brother Loving to be ineligible to run for delegate at the 2020 National Convention.

It bears noting that, because of these missed dues payments, Brother Loving also was prevented from running for Local Union office in 2020, and that decision was upheld by the National President and the National Executive Board after Brother Loving appealed that decision. Finally, Brother Loving has since retired and stopped paying his union dues, and for that reason as well is also no longer eligible to serve as a delegate.

In these circumstances, the Credentials Committee voted to deny the appeal filed by Brother Loving.