

**REPORT**

**OF THE**

**LEGISLATIVE & POLITICAL COMMITTEE**

**TO THE**

**2020 NPMHU NATIONAL CONVENTION**



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TO: All Delegates to the 2020 NPMHU National Convention

The Legislative & Political Committee respectfully submits the following report to the 2020 NPMHU National Convention:

The Legislative & Political Committee to the 2020 NPMHU National Convention is chaired by June Harris, Central Region Vice President and President of Local 306. The members of the Committee are Sean Sweeney of Local 301, Eddie Cowan of Local 303, Michael Rembelinsky of Local 308, Gene Rezac of Local 316, Joyce Weber of Local 318, Errol Tony Wilson of Local 321, Monica Marshall of Local 333, Sheldon Adams of Local 334, and National President Paul V. Hogrogian, serving ex officio.

The Legislative & Political Committee was established by President Hogrogian, pursuant to his authority under Article XII, Section 9 of the National Constitution to establish committees in advance of a National Convention, in order to review and approve proposed resolutions dealing with legislative and political issues. In order for such legislative and political resolutions to be considered by this Convention, they 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 legislative and political resolutions was June 10, 2022. On or before that date, a total of thirty-three (33) resolutions were submitted, of which eleven (11) dealt directly with legislative and political issues and therefore were referred to the Legislative & Political Committee. These proposals were reviewed by the Committee, resulting in six (6) recommendations that already have been submitted to, and approved by,

the Resolutions Committee, and now are being presented to the delegates attending this Convention.

The Legislative & Political Committee met in Washington, DC on July 11 and 12, 2022, and in Denver, Colorado beginning on August 6, 2022, in order to review each and every proposed resolution that was submitted to the Committee. Of these proposals, as noted, the Committee is recommending six (6) for adoption by the delegates assembled at this Convention. These recommendations, which in some cases 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 to the Legislative & Political Committee appear in their original form in Attachment B to this report.

Each recommendation of the Legislative & Political Committee will be presented for approval by the delegates. Thereafter, delegates will have the opportunity to present for adoption any other legislative or political resolution that was properly submitted for consideration but not recommended for adoption by the Committee.

\* \* \*

An important milestone in the history of the NPMHU was a decision made eighteen years ago, in 2004, to create a Legislative & Political Committee as part of the National Convention. The continued existence of this Committee emphasizes for the delegates, and for the entire NPMHU membership, the central importance that legislative and political matters have played, and will continue to play, in the future of the NPMHU and all Mail Handlers.

In recent years, the National Office of the NPMHU has paid special attention to improving the NPMHU's legislative and lobbying efforts. On nine separate occasions, from 2003 through 2019, the NPMHU has held its biennial Legislative Conference. Those conferences – now being held every odd-numbered year, which coincides with the opening session of each new Congress – have established lasting ties between Mail Handlers and Members of Congress and their staffs. These connections already have paid huge dividends, as the National Officers, the Union's Director of Legislative and Political Affairs (Katie Maddocks), many Local Union officers, and other legislative activists repeatedly are being asked by

congressional offices to share their views on matters of particular concern to Mail Handlers and other postal employees.

In addition, at the beginning of each Congress, the National Officers and the Committee on the Future adopt a comprehensive legislative agenda for the NPMHU. Included in this agenda are specific legislative goals, as well as various political matters on which the NPMHU National Office will be working during the two years covered by each Congress.

Reprinted below, for the information of the delegates, are excerpts from the NPMHU Legislative Agenda for the current 117th Congress, as adopted in early 2021:

**THE NPMHU LEGISLATIVE AGENDA**  
**FOR THE 117th CONGRESS**

*For almost fifteen years, the National Postal Mail Handlers Union has faced the financial ramifications of the 2006 Postal Accountability and Enhancement Act (P.L. 109-435). Though this law's intention was to modernize the Postal Service, provisions within it were unable to overcome the decrease of first-class mail volume and the mandate to prefund retiree healthcare benefits created a severe financial burden. This prefunding mandate is responsible for the majority of financial losses for the Postal Service within the last decade, which is used to fuel privatization arguments. Realizing the hinderance this caused, Members of Congress worked on legislation that would repeal this mandate and provide fiscal stability for the Postal Service. What resulted was the NPMHU-endorsed Postal Service Reform Act (PSRA) of 2022. The bill received strong bipartisan support in both the House and the Senate, passing 342-92 and 79-19 a month apart. The NPMHU, along with the other postal unions and stakeholders, worked on this legislation for years in order to obtain consensus. While the legislation moves toward righting the Postal Service's fiscal ship, there is still much work to be done.*

*Moving forward in the 117<sup>th</sup> Congress, NPMHU's legislative agenda will focus on continuing to improve the Postal Service's finances, protecting service standards for customers,*

*defending earned retirement and healthcare benefits, promoting workers' rights, and strengthening American elections.*

### ***Improving the United States Postal Service***

*While the PSRA gained wide bipartisan support and passed in both the House and Senate, it only provides the first steps in improving the Postal Service.*

*The NPMHU will continue to work with members of the House and Senate to draft bipartisan legislation that further enforces sustainability and protects the workforce. These measures should include:*

- *Provide for certain index fund investments for the Retiree Health Benefits Fund, rather than restricting the Fund to low-yielding Treasury bonds.*
  - *The Postal Service Financial Improvement Act (H.R. 2553) as introduced in the 116<sup>th</sup> Congress addressed this issue.*
- *Utilize postal-only assumptions for calculating pension liabilities.*
  - *The USPS Office of Inspector General reported in 2013 that this recalculation would reduce liabilities with the Civil Service Retirement System by \$1.3 billion while the Federal Employees Retirement System would see a reduction of \$9.5 billion in liabilities.*
- *Nonpostal services to grow revenue.*
  - *The USPS Shipping Equity Act (H.R. 3287/S. 1663) as introduced calls to allow the shipment of alcoholic beverages directly between licensed producer and retailers to the consumer. The USPS estimated this would generate over \$50 million annually.*
  - *Currently, the USPS has the authority to expand nonbanking financial services, providing ATMs, check cashing, bill pay, and expanded wire transfers and money orders. In a 2015 report from the USPS Office of the Inspector General, after a 5-year ramp-up, these expansions could generate \$1 billion annually.*
- *Utilize market-dominate rates.*

- *The Postal Regulatory Commission should instate 50% of the exigency surcharge rate that was utilized though April 2016; this language was included in 2019 postal reform draft language.*

### **Strengthening Service Standards**

*Within the first months of his appointment, Postmaster General Louis DeJoy developed a ten-year plan, Delivering for America, in an attempt to set a path of financial stability and modernization. Within the plan, the delivery window is expanded from 2-3 days to 2-5 days, relying on surface transportation over air, as well as restructuring the overall network. It is NPMHU's concern that these changes do nothing but drive away customers, negatively impact services, and undermine the work of dedicated employees. The NPMHU asks lawmakers to work with us to fight against closures, consolidations, and subcontracting brought on by this "plan."*

### **Fundamentals of the Postal Service**

*Members of Congress should continue to protect the basic fundamentals of the Postal Service, ensuring that every American household and business, in urban, suburban, and rural areas, has access to the universal service provided by the USPS. The NPMHU endorses resolutions introduced by Members of the House and Senate that express the need to ensure that the Postal Service remains a public entity that can ensure delivery.*

- *Expressing the sense that Congress should take all appropriate measures to ensure that the Postal Service remains an independent establishment of the Federal Government and is not subject to privatization, as seen in H.Res. 47.*
- *Expressing the sense that the Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers, as seen in H.Res. 109.*

## **Protecting Earned Retirement and Healthcare Benefits**

*Unfortunately, it has become common practice to utilize earned retirement and healthcare benefits of postal and federal employees as a means to reduce the deficit. As the nation takes on greater debt in order to respond to the economic recession caused by the COVID-19 pandemic, the NPMHU is concerned that the House and Senate will again consider these cuts and will lobby against the following:*

- *Moving from a high-3 to a high-5 for annuity calculations;*
- *Eliminating FERS Cost of Living Adjustment (COLA) and reducing CSRS COLAs by 0.5%;*
- *Eliminating the FERS retirement supplement plan for those who retire before the age of 62;*
- *Reducing the G-Fund interest rates for those under the Thrift Savings Plan; and,*
- *Increasing employee retirement and healthcare contributions.*

*1. In addition to protecting these benefits, the NPMHU will work with lawmakers to strengthen retirement benefits. These measures include:*

- *The elimination or curtailing of the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP).*
  - *Rep. Rodney Davis (R-IL) and Sen. Sherrod Brown (D-OH) introduced the Social Security Fairness Act (H.R. 82/S. 1302), which calls to repeal both GPO and WEP.*
  - *Rep. Kevin Brady (R-TX-08) introduced the Equal Treatment of Public Servants Act (H.R. 5834), providing for a \$100 rebate to those first eligible for WEP benefits before 2022; those impacted by WEP who are eligible for benefits between 2022-2060 would be subject either to a new formula or the current WEP formula, whichever is more beneficial; and those eligible for benefits in 2061 would be subject to a new formula.*
  - *Rep. Richie Neal (D-MA-01) introduced the Public Servants Protection and Fairness Act (H.R. 2337), which*

*recalculates Social Security benefits for public workers to ensure they get are not negatively impacted by the Windfall Elimination Provision*

- *Providing temporary employees hired after January 1989 with the opportunity to make additional contributions to their retirement plans, allowing eligible employees to retire on time with full retirement benefits.*
  - *Rep. Derek Kilmer (D-WA) introduced the Federal Retirement Fairness Act (H.R. 4268) to address this issue.*

### ***Promoting Workers' Rights***

*The beginning of the 117<sup>th</sup> Congress saw positive steps forward in basic workers' rights. The House of Representatives passed the PRO (Protecting the Right to Organize) Act , H.R. 842, which would strengthen current federal laws by allowing private-sector workers to organize and join a union and bargain for better wages and benefits. Identical legislation was introduced in the Senate, S. 420. Additionally, the House and Senate introduced the Public Service Freedom to Negotiate Act (H.R. 5727), requiring public employers to recognize employees' rights to join a union and collectively bargain over wages, hours, working conditions, and allowing workers to access arbitration and mediation as a means of dispute resolution. The NPMHU will continue to advocate for these bills.*

*Despite the growth of production over the past years, American wages continue to fall behind and the federal minimum wage remains outpaced by inflation. In the 116<sup>th</sup> Congress, the Raise the Wage Act (H.R. 603/S. 53) called to increase federal minimum wage to \$15.00 an hour by 2025, with gradual increases over a five-year period. Similar legislation passed the House in the 116<sup>th</sup> Congress, and the NPMHU will continue to push this issue.*

*The NPMHU will also work with our brothers and sisters in LiUNA to protect prevailing wage laws, especially those under the Service Contract Act.*

## **Strengthen American Elections**

*During the 2020 elections, there was unprecedented reliance on the Postal Service for the processing and delivery of mail-in ballots. In the November 2020 general election, the Postal Service handled 135 million ballots, 610 million pieces of election mail, and an additional 4 billion pieces of political mail. The Postal Service delivered 97.9% of ballots within 3 days and 99.7% of ballots within 5 days. In order for this success to occur, constant communication between USPS, postal unions and management associations, and state and local election boards was necessary. With this success, more voters are expected to rely on vote-by-mail, and more local and state governments are examining how to expand voters' access to mail in ballots. The NPMHU will promote legislation, primarily at the state and local level, to encourage democratic participation through vote by mail initiatives, and will support such efforts at the federal level as well.*

*The NPMHU will take all reasonable steps to ensure that mail handlers and their families are actively involved in upcoming elections, through voter registration and education efforts to increase turn-out. It is critical that all Mail Handlers and their families not only are registered to vote, but that they*

*go to the polls to have their voices heard. We must continue  
to work to ensure that pro-union, pro-worker candidates are  
elected to represent our interests.*

Respectfully submitted,

Legislative & Political Committee to the  
2022 NPMHU National Convention

June Harris, Chair

Sean Sweeney of Local 301

Eddie Cowan of Local 303

Michael Rembelinsky of Local 308

Gene Rezac of Local 316

Joyce Weber of Local 318

Errol Tony Wilson of Local 321

Monica Marshall of Local 333

Sheldon Adams of Local 334

Paul V. Hogrogian, serving ex officio

# **Attachment A**

Recommended Legislative Resolution No. 1

**Universal Voter Registration and Vote by Mail**

*Submitted by the National Executive Board*

WHEREAS, voter turnout in the United States is disgracefully low, especially when compared to other countries with developed democratic processes; and

WHEREAS, though the 2018 and 2020 elections saw spikes in voter participation, only 49 percent of eligible voters participated in the 2018 midterms, and 66 percent of voters participated in the 2020 election; and

WHEREAS, increased voter turnout rates appeared the most in states that conducted vote by mail initiatives in the 2020 elections; and

WHEREAS, in 2018, the States of Alaska, California, Colorado, Georgia, Oregon, Rhode Island, Vermont, and the District of Columbia implemented automatic voter registration which resulted in 2.2 million new voters and updated the information of over 6 million existing voters; and

WHEREAS, the right to vote is essential to any functioning democracy; and

WHEREAS, of the 53 million ballots cast in 2020, 26.6 million, or over half, were mail-in; and

WHEREAS, even after registering to vote, citizens must have a simple, convenient, and low cost means of exercising their right to vote; and

WHEREAS, during the 2020 elections, the U.S. Postal Service processed and delivered 135 million ballots, 97.9 percent of which were delivered to and from voters within three days, and 99.7 percent within five days; and

WHEREAS, the States of Oregon and Washington already implemented universal vote by mail; the States of Arizona, California, Colorado, Hawaii, Montana, Nevada, New Jersey, Utah, Virginia, and the District of Columbia offer permanent absentee voting; and the States of Florida, Georgia, Idaho, Illinois, Iowa, Kansas, Maine, Maryland, Michigan, Minnesota, Nebraska, New Mexico, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, South Dakota, Vermont, Wisconsin, and Wyoming offer no excuse absentee voting; and

WHEREAS, vote by mail provides better access to ballots, resulting in greater voter participation; and

WHEREAS, the Postal Service provides a trusted, trained, and professional workforce to handle the ballots; and

WHEREAS, increased use of vote by mail will have the corollary effect of saving money that normally would be spent by state and local governments on training and paying poll workers, while at the same time providing the Postal Service with additional revenue;

THEREFORE, BE IT RESOLVED, that the NPMHU supports automatic or universal voter registration for all citizens of voting age, as well as the expansion of early voting practices; and

BE IT FURTHER RESOLVED, that the NPMHU supports and shall continue to work for the passage of vote by mail legislation.

Recommended Legislative Resolution No. 2

**Campaign Finance Reform**  
*Submitted by the National Executive Board*

WHEREAS, in 2010 the Supreme Court ruled in its infamous Citizens United decision that corporations have the same freedom of speech protections as natural persons, and therefore are entitled to express their opinions using unlimited capital; and

WHEREAS, Citizens United and subsequent decisions have resulted in an unprecedented amount of political spending by corporations and wealthy individuals, thereby corrupting the political process and rendering the option of contributing to free speech beyond the scope of the average citizen; and

WHEREAS, the gap between contributions of those involved in the labor movement and those looking out for the interests of big business is a staggering 15 to 1, which naturally resulted in legislation and political activity that suppressed the work of labor unions and undermined the goals of the labor movement, all the while furthering the protections of the ultra-rich to the detriment of the American worker; and

WHEREAS, labor organizations are forced to disclose their contributions publicly, while corporations are able to disguise and easily shroud their unlimited contributions;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the disclosure of all corporate campaign contributions, lobbying expenditures, and payments made to trade associations; and

BE IT FURTHER RESOLVED, that the NPMHU encourages the Supreme Court to reconsider its decisions in Citizens United and related cases; and

BE IT FURTHER RESOLVED, that the NPMHU should continue to advocate for campaign finance reform on a state and national level; and

BE IT FURTHER RESOLVED, that the NPMHU urges Congress to propose and pass legislation that would strike down the reckless practices of corporations, and controls the system of political contributions, so that once again the electoral process is accessible to and operates in the interest of working families.

Recommended Legislative Resolution No. 3

**Raise the Minimum Wage**  
*Submitted by the National Executive Board*

WHEREAS, the federal minimum wage has remained at \$7.25 per hour while the cost of living has continued to climb; and

WHEREAS, millions of American workers earn the minimum wage, ensnaring themselves and their families in a crippling cycle of poverty, as well as exposing them to risk factors including poor nutrition and health, unsafe or inadequate housing, and limited access to medical care; and

WHEREAS, studies show that increasing the minimum wage has virtually no negative effect on the employment of minimum wage workers or the availability of their jobs; and

WHEREAS, studies also show that increasing the minimum wage will cause an increase in employment, because higher wages will result in a surge in consumer spending, giving the U.S. economy a needed boost; and

WHEREAS, opinion polls show that an overwhelming majority of Americans support increasing the minimum wage to at least \$15.00 per hour; and

WHEREAS, nine states will have at least a \$15.00 an hour pay base by 2025, including Connecticut, Delaware, Florida, Illinois, Maryland, Massachusetts, New Jersey, Rhode Island, and Virginia; and

WHEREAS, California, as well as over 50 localities, already have a \$15.00 an hour pay base; and

WHEREAS, the National Employment Law Project estimates that 40% of the American workforce will be covered by a \$15.00 an hour pay base by 2026;

THEREFORE, BE IT RESOLVED, that the NPMHU supports an immediate increase in the federal minimum wage to at least \$15.00 per hour; and

BE IT FURTHER RESOLVED, that the NPMHU strongly encourages its affiliates to advocate for local, state, and federal legislation that ensures a wage increase commensurate with the rise in the cost of living.

Recommended Legislative Resolution No. 4

**Resolution on Voting Rights**

*Based on proposals submitted by the National Executive Board and Errol Tony Wilson, NPMHU Local 321*

WHEREAS, the NPMHU recognizes that the right to vote is the cornerstone of our democracy and the foundation on which our civil liberties rests; and

WHEREAS, the right to vote in America has been besieged by false allegations of voter fraud; and

WHEREAS, since the 2020 General Election, 19 states have enacted at least 33 laws that have purged voter rolls, limited the ability to vote by mail, expanded voter identification requirements, and required partisan reviews of elections; and

WHEREAS, restrictions on early voting, elimination of same-day registration, reduction in the number of polling places, and needlessly-cumbersome voter ID laws are tantamount to voter suppression and limit the political agency of predominantly low income individuals and people of color; and

WHEREAS, state legislators in many states are perpetrating the big lie to justify their actions to disenfranchise a large number of people from exercising their right to vote; and

WHEREAS, the action of the Supreme Court in its 2013 decision in Shelby County v. Holder, which invalidated a key provision of the 1965 Voting Rights Act, has facilitated the disenfranchisement practices in many of the states; and

WHEREAS, despite these efforts at voter suppression, in 2021, 25 states have enacted 62 voter expansive laws that expand early voting, ease vote by mail and voter registration, and increase the volume of mail ballot drop boxes; and

WHEREAS, the NPMHU acknowledges that its many members of color and their families may be deprived of their basic fundamental democratic rights to choose at the ballot box or by mail-in ballot; and

WHEREAS, comprehensive voting rights are the core principle to democracy and that every citizen disenfranchised is a step back away from democracy; and

WHEREAS, states have imposed new or more-severe criminal penalties on election officials or other individuals;

THEREFORE, BE IT RESOLVED, that the NPMHU should join with allied organizations at the local, state, and national levels to secure legislation and enforce constitutional provisions to ensure an untarnished right to vote for all Americans; and

BE IT FURTHER RESOLVED, that the NPMHU opposes all attempts to disenfranchise the American people; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Freedom to Vote: John Lewis Act (H.R. 5746), as it sets a national standard for the rights of voters and will strengthen legal protection against discriminatory voting policies and practices; and

BE IT FURTHER RESOLVED, that the NPMHU through support and advocacy will fight back against any attempts to curtail an essential right in our democracy.

Recommended Legislative Resolution No. 5

**Supporting the Right to Organize**

*Based on proposals submitted by the National Executive Board and Errol Tony Wilson, NPMHU Local 321*

WHEREAS, the right to organize and bargain collectively have an impact on the growth of the American middle class seen in higher wages, better benefits and safer working conditions; and

WHEREAS, the labor movement is responsible for the forty-hour work week, advancing economic justice, the development of occupational safety and health standards, and the creation of child labor laws; and

WHEREAS, the current labor laws in the United States exclude certain categories of workers, make it difficult or nearly impossible for workers to form a union, hamper the fight for better working conditions, and have failed to keep up with disruptive technologies; and

WHEREAS, wage theft by employers comes in many forms, especially in non-unionized workplaces; and

WHEREAS, the voice of workers is constantly made silent which accounts for low wages and bad working conditions; and

WHEREAS, data shows that unionized workers are paid more than non-unionized workers, have greater access to other workplace benefit and health insurance; and

WHEREAS, corporate lobbyists and many state governments have created deceptive and misguided policies under the term “right to work”; and

WHEREAS, the “right-to-work” term perpetuated by corporate lobbyists and their political allies are designed to drain workers’ collective power away; and

WHEREAS, currently 27 states have “right-to-work” laws which limit employees’ abilities to bargain collectively; and

WHEREAS, employees in right-to-work laws states on average annually earn \$8,000 less, face increased work-related deaths, and are more likely to be

uninsured than those in states without these laws;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the adoption of the Protecting the Right to Organize Act (H.R. 842/S. 420) as it would strengthen protections under the National Labor Relations Act, including: the freedom to organize; penalties for employers who retaliate against employees who organize; and protections for workers that prohibit being replaced while striking; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Public Service Freedom to Negotiate Act (H.R. 6238) as it would set a minimum nationwide standard for collective bargaining.

Recommended Legislative Resolution No. 6

**Improving the Finances and Services of the USPS**

*Submitted by Don Sneesby, NPMHU Local 316*

WHEREAS, the Postal Service Reform Act (PSRA) of 2022 (Pub. Law 117-108) provides the first steps towards financial stability for the United States Postal Service through the repeal of the 2006 mandate to prefund retirement healthcare benefits and Medicare integration for future retirees; and

WHEREAS, the PSRA promotes revenue growth through customer satisfaction with codifying six-day delivery through an integrated network, allowing for agreements between the USPS and local, state, and tribal governments to provide property and services, and creating a public dashboard to inform customers on delays; and

WHEREAS, despite the new law, there are still threats to dismantle the Postal Service's processing and delivery network, cut additional career employees, and further reduce the USPS service standards; and

WHEREAS, additional stand-alone legislation is being examined by the NPMHU, other postal stakeholders, and elected officials to provide further improvements in USPS finances and services, and an increase in revenue;

THEREFORE, BE IT RESOLVED, that the NPMHU shall continue to work toward stability in the Postal Service's finances; protect and strengthen the Postal Service's invaluable mail processing, retail, and last-mile delivery networks; and allow the Postal Service to expand its services to meet the evolving needs of the American economy during the 21st century.

# **Attachment B**

## Resolution on **Voting Rights**

Submitted by Errol Tony Wilson, NPMHU Local 321

WHEREAS, the NPMHU recognizes that the right to vote is the cornerstone of our democracy and the foundation on which our civil liberties rests;

WHEREAS, since the 2020 General Election, nineteen states have enacted at least 33 laws that make it harder for Americans to vote;

WHEREAS, restrictions on early voting, elimination of same-day registration, reduction in the number of polling places, vote suppression tactics, and needlessly-cumbersome voter ID laws are common means of limiting the expression of political voices of low-income people;

WHEREAS, state legislators in many states are perpetrating the big lie to justify their actions to disenfranchise a large number of people from exercising their right to vote;

WHEREAS, the NPMHU acknowledges that its many members of color and their families may be deprived of their basic fundamental democratic rights to choose at the ballot box or by mail-in ballot;

WHEREAS, comprehensive voting rights are the core principle to democracy and that every citizen disenfranchised is a step back away from democracy;

WHEREAS, states have imposed new or more-severe criminal penalties on election officials or other individuals;

NOW THEREFORE, BE IT RESOLVED, the NPMHU through litigation and advocacy will fight back against any attempts to curtail an essential right in our democracy;

BE IT FURTHER RESOLVED, that the NPMHU supports the John Lewis Voting Rights Advancement Act to revitalize the Voting Right Act of 1965, and strengthen legal protection against discriminatory voting policies and practices;

BE IT FURTHER RESOLVED, that the NPMHU supports The Freedom to Vote Act that would protect our elections from voter suppression, partisan sabotage, gerrymandering, and dark money.

BE IT FURTHER RESOLVED, that this resolution be forwarded to all members of the United States Senate and United States House of Representatives, both electronically and by US mail.

**Resolution on The Right to Organize**

Submitted by Errol Tony Wilson, NPMHU Local 321

WHEREAS, the current labor laws in the United States exclude certain categories of workers, make it difficult or nearly impossible for workers to form a union, hamper the fight for better working conditions, and have failed to keep up with disruptive technologies;

WHEREAS, wage theft by employers comes in many forms, especially in non-unionized workplaces;

WHEREAS, the voice of workers is constantly made silent which accounts for low wages and bad working conditions;

WHEREAS, historical data show that unionized workers are paid more than non-unionized workers, have greater access to other workplace benefits and health insurance;

WHEREAS, corporate lobbyists and many state governments have created deceptive and misguided policies under the term "right to work";

WHEREAS, the "right-to-work" term perpetuated by corporate lobbyists and their political allies are designed to drain workers' collective power away;

NOW THEREFORE BE IT RESOVLED, that Congress pass the Protecting the Right to Organize (PRO) Act, which has a wide-range of reforms that would close many loopholes in our current labor law and fortify workers' right to organize.

Proposed Resolution  
Submitted by:

### Voting Rights for All

WHEREAS, in a democracy, the right to vote is inalienable and fundamental; and

WHEREAS, the right to vote in America has come under attack, based upon false allegations of voter fraud; and

WHEREAS, in 2021, 19 states passed 34 voting restrictive laws that limited the ability to vote by mail, purged voter rolls, expanded voter identification requirements, and required partisan reviews of elections; and

WHEREAS, such voter ID laws are tantamount to voter suppression, as are other attempts to disenfranchise large numbers of American voters, such as the reduction of early voting dates, the use of out-of-date voting machines, the biased purging of voter rolls, and the establishment of superficial obstacles to voter registration; and

WHEREAS, statistics show that these practices have a disproportionately adverse impact on minority groups and operate in the interest of a few wealthy individuals rather than the country as a whole; and

WHEREAS, the action of the Supreme Court in its 2013 decision in Shelby County v. Holder, which invalidated a key provision of the 1965 Voting Rights Act, has facilitated the disenfranchisement practices in many of the states; and

WHEREAS, despite these efforts at voter suppression, in 2021, 25 states have enacted 62 voter expansive laws that expand early voting, ease vote by mail and voter registration, and increase the volume of mail ballot drop boxes;

THEREFORE, BE IT RESOLVED, that the NPMHU should join with allied organizations at the local, state, and national levels to secure legislation and enforce constitutional provisions to ensure an untarnished right to vote for all Americans; and

BE IT FURTHER RESOLVED, that the NPMHU opposes all attempts to disenfranchise the American people; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Freedom to Vote: John Lewis Act (H.R. 5746), as it sets a national standard for the rights of voters.

Proposed Resolution No. XX

Submitted by:

### **Supporting the Right to Organize**

WHEREAS, the right to organize and collectively bargain have an impact on the growth of the American middle class seen in higher wages, better benefits and safer working conditions; and

WHEREAS, the labor movement is responsible for a forty-hour work week, integrated workplaces, and the creation of child labor laws; and

WHEREAS, over the past forty years, there has been a decline in union membership among workers, correlating with the decline of middle-class income; and

WHEREAS, currently 27 states have right-to-work laws which limit employees' abilities to collectively bargain; and

WHEREAS, employees in right-to-work laws states on average annually earn \$8,000 less, face increased work-related deaths, and are more likely to be uninsured than those in states without these laws; and

THEREFORE, BE IT RESOLVED, that the NPMHU will continue to not only support unionizing employees with the United States Postal Service, but throughout the private and public sectors; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Protecting the Right to Organize Act (H.R. 842/S. 420) as it strengthens protections under the National Labor Relations Act, including: the freedom to organize; penalizes employers who retaliate against employees who organize; and, protects workers from being replaced while striking; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Public Service Freedom to Negotiate Act (H.R. 6238) as it set a minimum nationwide standard of collective bargaining rights that states must provide to public sector employees.

Proposed Resolution  
Submitted by:

### **Raise the Minimum Wage**

WHEREAS, the federal minimum wage has remained at \$7.25 per hour while the cost of living has continued to climb; and

WHEREAS, millions of American workers earn the minimum wage, ensnaring themselves and their families in a crippling cycle of poverty, as well as exposing them to risk factors including poor nutrition and health, unsafe or inadequate housing, and limited access to medical care; and

WHEREAS, studies show that increasing the minimum wage has virtually no negative effect on the employment of minimum wage workers or the availability of their jobs; and

WHEREAS, studies also show that increasing the minimum wage will cause an increase in employment, because higher wages will result in a surge in consumer spending, giving the U.S. economy a needed boost; and

WHEREAS, opinion polls show that an overwhelming majority of Americans support increasing the minimum wage to at least \$15.00 per hour; and

WHEREAS, nine states will have a \$15.00 an hour pay base by 2025, including Connecticut, Delaware, Florida, Illinois, Maryland, Massachusetts, New Jersey, Rhode Island, and Virginia; and

WHEREAS, New York and California, as well as 50 localities, already have a \$15.00 an hour pay base; and

WHEREAS, the National Employment Law Project estimates that 40% of the American workforce will be covered by a \$15.00 an hour pay base by 2026;

THEREFORE, BE IT RESOLVED, that the NPMHU supports an increase in the federal minimum wage to at least \$15.00 per hour by 2025; and

BE IT FURTHER RESOLVED, that the NPMHU strongly encourages its affiliates to advocate for local, state, and federal legislation that ensures a wage increase commensurate with the rise in the cost of living.

Proposed Resolution  
Submitted by:

### **Campaign Finance Reform**

WHEREAS, in 2010 the Supreme Court ruled in its infamous Citizens United decision that corporations have the same freedom of speech protections as natural persons, and therefore are entitled to express their opinions using unlimited dollars; and

WHEREAS, Citizens United and subsequent decisions have resulted in an unprecedented amount of political spending by corporations and wealthy individuals, thereby corrupting the political process and rendering the option of contributing to free speech beyond the scope of the average citizen; and

WHEREAS, the gap between contributions of those involved in the labor movement and those looking out for the interests of big business is a staggering 15 to 1, which naturally resulted in legislation and political activity that suppressed the work of labor unions and undermined the goals of the labor movement, all the while furthering the protections of the ultra-rich at the cost of the American worker; and

WHEREAS, labor organizations are forced to disclose their contributions publicly, while corporations are able to disguise and easily shroud their unlimited contributions;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the disclosure of all corporate campaign contributions, lobbying expenditures, and payments made to trade associations; and

BE IT FURTHER RESOLVED, that the NPMHU encourages the Supreme Court to reconsider its decisions in Citizens United and related cases; and

BE IT FURTHER RESOLVED, that the NPMHU should continue to advocate for campaign finance reform on a state and national level; and

BE IT FURTHER RESOLVED, that the NPMHU urges Congress to propose and pass legislation that would strike down the reckless practices of corporations, and controls the system of political contributions, so that once again the electoral process is accessible to and operates in the interest of working families.

Proposed Resolution  
Submitted by:

### **Universal Voter Registration and Vote by Mail**

WHEREAS, voter turnout in the United States is disgracefully low, especially when compared to other countries with developed democratic processes; and

WHEREAS, though the 2018 and 2020 elections saw spikes in voter participation, only 49 percent of eligible voters participated in the 2018 midterms, and the 2020 elections saw 66 percent of voter participation; and

WHEREAS, increased voter turnout rates appeared the most in states that conducted vote by mail initiatives in the 2020 elections; and

WHEREAS, in 2018, the States of Alaska, California, Colorado, Georgia, Oregon, Rhode Island, Vermont, and the District of Colorado implemented automatic voter registration which resulted in 2.2 million new voters and updated the information of over 6 million existing voters; and

WHEREAS, the right to vote is essential to any functioning democracy; and

WHEREAS, of the 53 million ballots cast in 2020, 26.6 million, or over half, were mail-in; and

WHEREAS, even after registering to vote, citizens must have a simple, convenient, and low cost means of exercising their right to vote; and

WHEREAS, during the 2020 elections, the U.S. Postal Service processed and delivered 135 million ballots, 97.9 percent of which were delivered to and from voters within three days, and 99.7 percent within five days; and

WHEREAS, the States of Oregon and Washington already implemented universal vote by mail; the States of Arizona, California, Colorado, Hawaii, Montana, Nevada, New Jersey, Utah, Virginia, and the District of Columbia offer permanent absentee voting; and the States of Florida, Georgia, Idaho, Illinois, Iowa, Kansas, Maine, Maryland, Michigan, Minnesota, Nebraska, New Mexico, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, South Dakota, Vermont, Wisconsin, and Wyoming offer no excuse absentee voting; and

WHEREAS, vote by mail provides better access to ballots, resulting in greater voter participation; and

WHEREAS, the Postal Service provides a trusted, trained, and professional workforce to handle the ballots; and

WHEREAS, increased use of vote by mail will have the corollary effect of saving money that normally would be spent by state and local governments on training and paying poll workers, while at the same time providing the Postal Service with additional revenue;

THEREFORE, BE IT RESOLVED, that the NPMHU supports automatic or universal voter registration for all citizens of voting age; and

BE IT FURTHER RESOLVED, that the NPMHU supports and should continue to work for the passage of vote by mail legislation.

Proposed Resolution

Submitted by: *DON SNEESBY*

### Postal Reform

WHEREAS, the Postal Service Reform Act (PSRA) of 2022 (P.L. 117-108) provides the first steps towards financial stability for the United States Postal Service through the repeal of the 2006 mandate to prefund retirement healthcare benefits and Medicare integration for future retirees; and

WHEREAS, the PSRA promotes revenue growth through customer satisfaction with codifying six-day delivery through an integrated network, allowing for agreements between USPS and local, state, and tribal governments to provide property and services, and creates a public dashboard to inform customers on delays; and

WHEREAS, despite the new law, there are still threats to dismantle the Postal Service's processing and delivery network, cut additional career employees, and further reduce the USPS service standards; and

WHEREAS, additional stand-alone legislation is being examined by NPMHU, postal stakeholders, and elected officials to further improve USPS's finances and increase its revenue;

THEREFORE, BE IT RESOLVED, that the leadership of the NPMHU should work to further stabilize the Postal Service's finances; protect and strengthen the Postal Service's invaluable mail processing, retail, and last-mile delivery networks; and allow the Postal Service to expand its services to meet the evolving needs of the American economy during the 21st century.

## Gun Resolution

Whereas The NPMHU recognizes that we have lost so many Americans to senseless gun violence.

Whereas The NPMHU is committed to support legislation that promotes restrictions on the sale of firearms to minors and so-called ghost guns, or unlicensed kits to build untraceable firearms.

Whereas this resolution is intended to support all legislation that would raise the minimum age to buy a semiautomatic rifle from 18 to 21 and place a Ban on "AR-15-style weapons as well as placing restrictions on the sales of high-capacity ammunition magazines.

Be it Resolved that The National Postal Mail Handler Union will support Members of Congress that will regulate the usage of assault weapons that's been used in so many recent mass shootings.

Be it further resolved that The NPMHU is committed to protecting our children and protecting families and whole communities and the freedom that we have to go to school, to a grocery store, to a church without being shot and killed."

Respectfully Submitted

Marcenia Y. Johnson  
Vice President  
NPMHU Local 300

Proposed Resolution No. 5  
Submitted by:

### **Universal Voter Registration and Vote by Mail**

WHEREAS, voter turnout in the United States is disgracefully low, especially when compared to other countries with developed democratic processes; and

WHEREAS, though the 2018 and 2020 elections saw spikes in voter participation, only 49 percent of eligible voters participated in the 2018 midterms, and the 2020 elections saw 66 percent of voter participation; and

WHEREAS, increased voter turnout rates appeared the most in states that conducted vote by mail initiatives in the 2020 elections; and

WHEREAS, in 2018, the States of Alaska, California, Colorado, Georgia, Oregon, Rhode Island, Vermont, and the District of Colorado implemented automatic voter registration which resulted in 2.2 million new voters and updated the information of over 6 million existing voters; and

WHEREAS, the right to vote is essential to any functioning democracy; and

WHEREAS, of the 53 million ballots cast in 2020, 26.6 million, or over half, were mail-in; and

WHEREAS, even after registering to vote, citizens must have a simple, convenient, and low cost means of exercising their right to vote; and

WHEREAS, during the 2020 elections, the U.S. Postal Service processed and delivered 135 million ballots, 97.9 percent of which were delivered to and from voters within three days, and 99.7 percent within five days; and

WHEREAS, the States of Oregon and Washington already implemented universal vote by mail; the States of Arizona, California, Colorado, Hawaii, Montana, Nevada, New Jersey, Utah, Virginia, and the District of Columbia offer permanent absentee voting; and the States of Florida, Georgia, Idaho, Illinois, Iowa, Kansas, Maine, Maryland, Michigan, Minnesota, Nebraska, New Mexico, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, South Dakota, Vermont, Wisconsin, and Wyoming offer no excuse absentee voting; and

WHEREAS, vote by mail provides better access to ballots, resulting in greater voter participation; and

WHEREAS, the Postal Service provides a trusted, trained, and professional workforce to handle the ballots; and

WHEREAS, increased use of vote by mail will have the corollary effect of saving money that normally would be spent by state and local governments on training and paying poll workers, while at the same time providing the Postal Service with additional revenue;

THEREFORE, BE IT RESOLVED, that the NPMHU supports automatic or universal voter registration for all citizens of voting age; and

BE IT FURTHER RESOLVED, that the NPMHU supports and should continue to work for the passage of vote by mail legislation.

Proposed Resolution No. XX

Submitted by:

### **Supporting the Right to Organize**

WHEREAS, the right to organize and collectively bargain have an impact on the growth of the American middle class seen in higher wages, better benefits and safer working conditions; and

WHEREAS, the labor movement is responsible for a forty-hour work week, integrated workplaces, and the creation of child labor laws; and

WHEREAS, over the past forty years, there has been a decline in union membership among workers, correlating with the decline of middle-class income; and

WHEREAS, currently 27 states have right-to-work laws which limit employees' abilities to collectively bargain; and

WHEREAS, employees in right-to-work laws states on average annually earn \$8,000 less, face increased work-related deaths, and are more likely to be uninsured than those in states without these laws; and

THEREFORE, BE IT RESOLVED, that the NPMHU will continue to not only support unionizing employees with the United States Postal Service, but throughout the private and public sectors; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Protecting the Right to Organize Act (H.R. 842/S. 420) as it strengthens protections under the National Labor Relations Act, including: the freedom to organize; penalizes employers who retaliate against employees who organize; and, protects workers from being replaced while striking; and

