

REPORT

OF THE

RESOLUTIONS COMMITTEE

TO THE

2020 NPMHU NATIONAL CONVENTION



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TO: All Delegates to the 2020 NPMHU National Convention

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

The Resolutions Committee to the 2020 NPMHU National Convention is chaired by Lawrence Sapp of the National Executive Board. The members of the committee are Cynthia Brown of Local 305, Kelly Dickey of Local 322, Aubrey Foster of Local 298, Shawn Garey of Local 320, Joe Harms of Local 315, Felandria Jackson of Local 305, Roxie Olds Pride of Local 311, Michael Ruiz of Local 321, Ed White of Local 318, and National President Paul V. 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 10, 2022. On or before that date, twenty-six (26) proposed resolutions were submitted to the National President. Of these resolutions, nine (9) 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, seventeen (17) of these resolutions were considered only by the Resolutions Committee.

The Resolutions Committee met in Washington, DC on July 13, 14, and 15, 2022, and in Denver, CO beginning on August 6, 2022, in order to review each and every proposed resolution that was submitted to the Committee. Of these proposals, the Committee is recommending sixteen (16) resolutions for adoption by the delegates assembled for this Convention (including ten (10) reviewed only by the Resolutions Committee and six (6) reviewed and recommended by the Legislative & Political Committee). The ten (10) 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 2020 NPMHU National Convention

Lawrence Sapp, Chair
Cynthia Brown of Local 305
Kelly Dickey of Local 322
Aubrey Foster of Local 298
Shawn Garey of Local 320
Joe Harms of Local 315
Felandria Jackson of Local 305
Roxie Olds Pride of Local 311
Michael Ruiz of Local 321
Ed White of Local 318
Paul V. Hogrogian, ex officio

Attachment A

Recommended Resolution No.1

Honoring the Life and Legacy of Representative John Lewis (1940-2020)

Based on proposals submitted by Lawrence Sapp, Southern Regional Vice President, and Lisa D. Greer, NPMHU Local 310

WHEREAS, former Congressman John Lewis was a titan in the struggle for civil rights and equality for all races; and

WHEREAS, John Lewis was born during the era of Jim Crow in a segregated community in which racism and discrimination ran rampant; and

WHEREAS, John Lewis's moral clarity and unwavering commitment to nonviolence made his first passions preaching and ministry; and

WHEREAS, even before his 21st birthday, John Lewis established his commitment to “good trouble” by organizing sit-ins at segregated restaurants and theaters; and

WHEREAS, in 1961, John Lewis was one of the 13 original Freedom Riders, traveling by integrated buses throughout the southern states, and determined to pressure the Federal Government to enforce the laws against segregation of public transportation and other public establishments in spite of being at times beaten by angry mobs and being placed under arrest; and

WHEREAS, John Lewis helped found the Student Nonviolent Coordinating Committee (SNCC), which advocated for civil disobedience and nonviolent resistance against segregation across the United States; and

WHEREAS, at 23 years of age, John Lewis served as the youngest member of the group which planned the 1963 March on Washington, and worked alongside labor and civil rights leaders, including Martin Luther King, Jr., James Farmer, A. Philip Randolph, Roy Wilkins, Walter Reuther, Bayard Rustin, and Whitney Young, to advocate for racial equality and justice for all; and

WHEREAS, John Lewis courageously led protestors across the Edmund Pettus Bridge in Selma, Alabama, bravely facing violence from the police to ensure that the United States lived up to its founding ideals of equal justice under the law; and

WHEREAS, the bravery of John Lewis during “Bloody Sunday” led Congress to pass, and President Lyndon B. Johnson to sign into law, the Voting Rights Act of

1965, ensuring that African Americans have the right to fully participate in the democratic process in the United States; and

WHEREAS, John Lewis faithfully served his congressional district of Georgia in the House of Representatives between 1987 and 2020, serving as the “Conscience of the Congress” by continuing his pursuit of justice and truth in the capital of the United States;

WHEREAS, John Lewis led by example as a leader of enduring struggle, always remaining hopeful and optimist. Reminding us all that the struggle is not for a day, a week, a month, or a year, but for a lifetime. And to “never, ever be afraid to make some noise and get into good trouble, necessary trouble”; and

WHEREAS, by God’s grace, it was GOOD that John Lewis got into “Good Trouble” and NECESSARY that he got into “Necessary Trouble” so that others would have a better life; and

WHEREAS, John Lewis was for his lifetime committed to voting rights, civil rights and human rights, for freedom, equality and justice for all;

THEREFORE, BE IT RESOLVED that the NPMHU commends and honors John Lewis for his life and for embodying the spirit of love and dignity through his unceasing advocacy for reconciliation, justice, and the equality of all humankind.

BE IT FURTHER RESOLVED, that the NPMHU greatly appreciates all of the work done by John Lewis on our behalf, and we thank God for the man known affectionately as “the Boy from Troy” who became our friend and the “Conscience of Congress.”

Recommended Resolution No.2

Resolution on the Russian Invasion of Ukraine

Submitted by the National Executive Board

The NPMHU joins with its sister unions in the AFL-CIO to condemn the violent invasion of Ukraine by the Russian military. We stand in solidarity with the workers and their families who have suffered from the devastation and offer our condolences for lives that have been lost.

We join the global labor movement and our allies in calling for an immediate end to President Vladimir Putin's military aggression and we support extensive economic sanctions imposed by the United States and the European Union, particularly those focused on Putin and his protectors. These sanctions should be strengthened, by excluding Russia from the international banking system and by taking effective multilateral action against tax havens and financial secrecy laws that protect Putin and his enablers. We further call on all U.S.-based corporations doing business in Russia to publicly condemn Putin's government while calling for an end to the attack on Ukraine. We stand ready to assist the Biden Administration in its efforts to implement and strengthen these measures, and we call on global leaders to build toward re-establishing peace and democracy in Ukraine and the region.

Ukrainian unions have struggled for decades to guarantee the internationally recognized right to organize and bargain collectively. They have been at the forefront of campaigns to protect working people from precarious or "informal" work; fight climate change while preserving jobs and livelihoods; and end gender-based violence and harassment and employment discrimination against LGBTQ+ workers. Unions have courageously fought corruption that is widespread in the Ukrainian economy. All these brave efforts by Ukraine's unions are now threatened by the Russian military invasion, which is destroying the basic democratic rights of freedom of association, assembly and speech that are necessary for all effective trade union action.

The Russian government's invasion of Ukraine flagrantly violates international law and undermines the right of Ukraine and of all nations to self-determination free from the threat of violence. The consequences of the attack on Ukraine are

vast, with tens of thousands of lives already lost and millions of lives displaced. Countries will need to house, feed, and support the many refugees fleeing the violence. President Putin's war jeopardizes international peace and global economic recovery. Workers and their families are still struggling with the COVID-19 pandemic and cannot afford the higher oil and food prices and further disruption to the supply chains this war has caused.

Going forward, the global community must come together immediately to re-establish a common security framework that ends violent conflicts and prioritizes investments in shared economic security, including jobs and basic social protections. The NPMHU stands with the AFL-CIO to support policies that will bring security, peace, and democracy, and we will provide continued solidarity and support to the people of Ukraine.

Recommended Resolution No. 3

Dignity, Respect, and Justice in the Workplace

Submitted by the National Executive Board

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 are institutionalized 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, 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, dignity, and respect through the enforcement of 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 with dignity and respect.

Recommended Resolution No. 4

Supporting the U.S. Mail

Submitted by the National Executive Board

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.

Recommended Resolution No. 5

Oppose USPS Plans to Downsize or Reduce Service

Submitted by the National Executive Board

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

Recommended Resolution No. 6

In Opposition to Plans to Privatize the Postal Service

Submitted by the National Executive Board

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 Postal Reform Act of 2022 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 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), Terminal Handling Services (THSs), and any other facilities that have been or may be targeted by the Postal Service for future subcontracting.

Recommended Resolution No. 7

Opposing Discrimination & Sexual Harassment Within the NPMHU

Submitted by the NPMHU Women's Committee

WHEREAS, the National Postal Mail Handlers Union (NPMHU) is committed to providing all Members with quality representation at all levels in an environment free from discrimination and sexual harassment; and

WHEREAS, the NPMHU reaffirms that we will not tolerate discrimination or sexual harassment in any form. This prohibition is applicable to all - union officials, union stewards, members, vendors, or other contractors; and

WHEREAS, this resolution is intended to supplement - not replace or supersede - the other procedures available to employees under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, applicable collective bargaining agreement, and/or other procedures; and

WHEREAS, the NPMHU is committed to maintaining an environment that is free of sexual harassment. Sexual harassment is a form of discrimination and can involve unwelcome sexual advances, requests for sexual favors, and other, verbal, visual, or physical conduct of a sexual nature. It can be in the form of words, signs, jokes, with or without physical conduct. Sexual harassment consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient;

THEREFORE, BE IT RESOLVED, that all Members of the NPMHU are encouraged to report any sexual harassment or acts of discrimination. Members who believe they are the victims of sexual harassment or discrimination by someone working for or representing the Union, or who have witnessed any inappropriate conduct by such individuals, should bring such conduct to the attention of their Branch President, their Local Executive Board, or their Local President; and

BE IT FURTHER RESOLVED, that the Union will conduct a prompt, thorough, and confidential investigation that ensures due process for all parties; and

AND BE IT FURTHER RESOLVED, that any Member who may be asked to cooperate as needed in an investigation of suspected sexual harassment or discrimination or who participates in any such investigation will not be retaliated against.

Recommended Resolution No. 8

Buy Union – Buy American

*Based on proposals submitted by National Executive Board and Kelly Dickey,
NPMHU Local 322*

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 to 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, friends, and co-workers.

Recommended Resolution No. 9

Honoring the Life and Legacy of Elijah E. Cummings (1951-2019)

*Based on proposals by the National Executive Board and Lawrence Sapp,
Southern Region Vice President*

WHEREAS, Elijah Eugene Cummings was born in 1951, in Baltimore, Maryland, as the son of sharecroppers, only to rise to the heights of power and influence in Washington, DC, ultimately serving as Chair of the House Committee on Oversight and Government Reform; and

WHEREAS, he was elected to the House of Representatives in 1996, and served the people of Maryland's 7th Congressional District for more than 23 years; and

WHEREAS, as Chair of the House Committee, he cared deeply about holding public officials accountable and making the government work better; and

WHEREAS, Elijah Cummings was a lifetime activist for social justice and equality, displaying great dedication and persistence in advocating for justice for all; and

WHEREAS, Elijah Cummings vowed to "fight until the death" to make sure every citizen had access to voting, calling the vote the "essence of democracy"; and

WHEREAS, Elijah Cummings became one of the leading political figures on the subject of postal reform and anti-privatization for the U.S. Postal Service; and

WHEREAS, as Chair of the House Committee, he was a major supporter and proponent of the Postal Service and all its employees; and

WHEREAS, when he died in October 2019, he became the first African-American lawmaker to lay in state at the United States Capitol Building's Statuary Hall;

THEREFORE, BE IT RESOLVED, that the NPMHU adopts this resolution to honor the life and the legacy of Elijah E. Cummings, an American icon and constant friend and supporter of all USPS Mail Handlers; and

BE IT FURTHER RESOLVED, that we commit as a Union – using Elijah Cumming’s own words – to “fight until the death” for industrial justice for those who have trusted us as Union leaders to do so; and

BE IT FINALLY RESOLVED, we express our deepest appreciation to Elijah Cummings’ widow, Maya Rockey Moore Cummings, for sharing just a small portion of this great and special man with this Union.

Recommended Resolution No. 10

Join Central Labor Councils

Submitted by Steve Brown, NPMHU Local 321

WHEREAS, union solidarity is paramount to increasing the power of individuals unions and the American worker; and

WHEREAS, the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), since its formation in 1955, has provided a forum for inter-union cooperation and unity; and

WHEREAS, the AFL-CIO has created a network of over 50 State Federations and Central Labor Councils; and

WHEREAS, the State Federations and Central Labor Councils are designed to partner with state and community organizations and conduct state, local and national campaigns to improve the lives of working families; and

WHEREAS, collaboration with local, state, and national communities has always been beneficial to the health of unions and the labor movement;

THEREFORE, BE IT RESOLVED, that NPMHU Local Unions are encouraged to join their AFL-CIO Central Labor Councils, Area Labor Federations and State AFL-CIO Federations; and

BE IT FURTHER RESOLVED, that joining Central Labor Councils will increase the power and influence of NPMHU Local Unions as other non-postal unions become aware of our issues and our fights. At the same time, NPMHU representatives will learn from what other Unions are doing and join with them to fight for a better life for all.

Attachment B

Cover Letter

Faxed to: 202-833-0008

Total of 4 pages, including cover letter.

Three resolutions for the NPMHU National Convention, August, 2022

Submitted by Steve Brown, NPMHU Local 321, Colorado/Wyoming)

I will gladly email you these documents in Microsoft Word format so that you can avoid retyping them.

Steve Brown contact information:
Email: stevebrowndenver2@hotmail.com
Cell phone: 303-898-4714

NPMHU Convention Resolution on AFL-CIO Labor Councils

Join Central Labor Councils

Be it resolved that all NPMHU locals are encouraged to join their AFL-CIO Central Labor Councils, Area Labor Federations and State AFL-CIO Federations. This will increase the power and influence of NPMHU locals as other non-postal unions become aware of our issues and our fights. We can learn from what other unions are doing and join with them for a better life for all.

(Resolution submitted by Steve Brown, NPMHU Local 321,
Colorado/Wyoming)

NPMHU Convention Resolution on Amazon Workers and Mail Handlers

Whereas:

Federal law [Title 39 (US Code), section 101 (c)] states, "As an employer, the Postal Service shall achieve and maintain compensation for its officers and employees comparable to the rates and types of compensation paid in the private sector of the economy of the United States."

Amazon is vastly increasing its warehouse and delivery operations, becoming one of the dominant package-processing-and-delivery systems in the United States.

Amazon is a brutal employer, pushing workers past their limits with intense monitoring and productivity standards, with a 150% annual turnover rate of workers being fired or quitting.

Amazon is a serious threat to labor standards across the economy because Amazon touches so many industries and often dominates them.

Workers at the JFK8 Amazon warehouse in Staten Island New York formed the Amazon Labor Union and shocked the world by pulling off one of the great labor victories in US history, becoming the first Amazon workforce in the country to vote to unionize.

They succeeded in spite of Amazon's multi-million-dollar union-busting campaign.

Workers at more than a hundred other Amazon warehouses have been inspired by the victory and have contacted the Amazon Labor Union, asking for advice and assistance.

Amazon is fiercely anti-union with unlimited financial resources and will do everything possible to destroy the new union and avoid signing a first contract.

The Amazon Labor Union now needs money to fight Amazon in court and to bargain a first contract.

The entire labor movement must offer aid and support to the new Amazon Labor Union.

The future livelihood of mail handlers will depend on the compensation and working conditions of employees of Amazon and its subcontractors.

Therefore, Be it Resolved that the National Postal Mail Handlers Union donate ten thousand dollars to the Amazon Labor Union Solidarity Fund.

(Resolution submitted by Steve Brown, NPMHU Local 321, Colorado/Wyoming)

Convention resolution: Extended Leave for Travel Abroad

Whereas:

Many mail handlers are immigrants with families abroad. Two weeks leave for a newer employee is insufficient time to allow for the expensive overseas flight, jet lag, and time with family.

Be it resolved that NPMHU will negotiate a memorandum of understanding with USPS to allow mail handlers with families abroad to take up to 5 weeks of leave in a single block, including Leave Without Pay.

Be it further resolved that NPMHU will seek to incorporate the above language into our National Agreement.

(Resolution submitted by Steve Brown, NPMHU Local 321,
Colorado/Wyoming)

Proposed Resolution

Submitted By: Lisa D. Greer
President, Local 310

Honoring the Life and Legacy of Representative John Lewis (1940-2020)

Whereas, former Congressman John Lewis was a titan in the struggle for civil rights and equality for all races; and

Whereas, John Lewis was born during the era of Jim Crow in a segregated community in which racism and discrimination ran rampant; and

Whereas, John Lewis's moral clarity and unwavering commitment to nonviolence made his first passions preaching and ministry; and

Whereas, even before his 21st birthday, John Lewis established his commitment to “good trouble” by organizing sit-ins at segregated restaurants and theaters; and

Whereas, John Lewis helped found the Student Nonviolent Coordinating Committee, which advocated for civil disobedience and nonviolent resistance against segregation across the United States; and

Whereas, at 23 years of age, John Lewis served as the youngest member of the group which planned the 1963 March on Washington, and worked alongside Martin Luther King, Jr., James Farmer, A. Philip Randolph, Roy Wilkins, and Whitney Young to advocate for racial equality and justice for all; and

Whereas, John Lewis courageously led protestors across the Edmund Pettus Bridge in Selma, Alabama, bravely facing violence from the police to ensure that the United States lived up to its founding ideals of equal justice under the law; and

Whereas, the bravery of John Lewis during “Bloody Sunday” led Congress to pass, and President Lyndon B. Johnson to sign into law, the Voting Rights Act of 1965, ensuring that African Americans have the right to fully participate in the democratic process in the United States; and

Whereas, John Lewis faithfully served his congressional district of Georgia in the House of Representatives between 1987 and 2020, serving as the “conscience of

the Congress” by continuing his pursuit of justice and truth in the capital of the United States;

BE IT RESOLVED that the NPMHU commends and honors John Lewis for his life and for embodying the spirit of love and dignity through his unceasing advocacy for reconciliation, justice, and the equality of all humankind.



National Postal Mail Handlers Union

Paul V. Hogrogian
National President

Michael J. Hora
National Secretary-Treasurer

June Harris
*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*

Don J. Sneesby
*Vice President
Western Region*

June 10, 2022

Paul Hogrogian, National President
National Postal Mail Handlers Union
815 16th Street NW, Suite 5100
Washington, DC 20006

Dear Brother Hogrogian:

On behalf of the National Executive Board, I am submitting the attached resolutions for consideration by the Resolutions Committee of the NPMHU 2020 National Convention.

Thank you for your time and consideration.

Fraternally,

Michael J Hora
National Secretary-Treasurer

cc: National Executive Board



Proposed Resolution

Submitted By

The NPMHU joins with its sister unions in the AFL-CIO to condemn the violent invasion of Ukraine by the Russian military. We stand in solidarity with the workers and their families who are impacted by the devastation, and offer our condolences for lives that have been lost.

We join the global labor movement and our allies in calling for an immediate end to President Vladimir Putin's military aggression and we support extensive economic sanctions imposed by the United States and the European Union, particularly those focused on Putin and his protectors. These sanctions should be strengthened, by excluding Russia from the international banking system and by taking effective multilateral action against tax havens and financial secrecy laws that protect Putin and his enablers. We further call on all U.S.-based corporations doing business in Russia to publicly condemn Putin's government while calling for an end to the attack on Ukraine. We stand ready to assist the Biden Administration in its efforts to implement and strengthen these measures, and we call on global leaders to build toward re-establishing peace and democracy in Ukraine and the region.

Ukrainian unions have struggled for decades to guarantee the internationally recognized right to organize and bargain collectively. They have been at the forefront of campaigns to protect working people from precarious or "informal" work; fight climate change while preserving jobs and livelihoods; and end gender-based violence and harassment and employment discrimination against LGBTQ+ workers. Unions have courageously fought corruption that is widespread in the Ukrainian economy. All these brave efforts by Ukraine's unions are now threatened by the Russian military invasion, which is destroying the basic democratic rights of freedom of association, assembly and speech that are necessary for all effective trade union action.

The Russian government's invasion of Ukraine flagrantly violates international law and undermines the right of Ukraine and of all nations to self-determination free from the threat of violence. The consequences of the attack on Ukraine are vast, with tens of thousands of lives already lost and millions of lives displaced. Countries will need to house, feed and support the many refugees fleeing the violence. President Putin's war jeopardizes international peace and global economic recovery. Workers and their families are still struggling with the COVID-19 pandemic, and cannot afford the higher oil and food prices and further disruption to the supply chains this war has caused.

Going forward, the global community must come together immediately to re-establish a common security framework that ends violent conflicts and prioritizes investments in shared economic security, including jobs and basic social protections. The NPMHU stands with the AFL-CIO to support policies that will bring security, peace and democracy, and we will provide continued solidarity and support to the people of Ukraine.

Proposed Resolution

SUBMITTED BY

Honoring the Life and Legacy of Elijah E. Cummings (1951-2019)

Whereas, Elijah Eugene Cummings was born in 1951, in Baltimore, Maryland, as the son of sharecroppers, only to rise to the heights of power and influence in Washington, DC, ultimately serving as Chair of the House Committee on Oversight and Government Reform; and

Whereas, he was elected to the House of Representatives in 1996, and served the people of Maryland's 7th Congressional District for more than 23 years; and

Whereas, as Chair of the House Committee, he cared deeply about holding public officials accountable and making the government work better; and

Whereas, as Chair of the House Committee, he was a major supporter and proponent of the U.S. Postal Service and all of its employees; and

Whereas, when he died in October 2019, he became the first African-American lawmaker to lay in state at the United States Capitol Building's Statuary Hall;

THEREFORE, BE IT RESOLVED, that the NPMHU adopts this resolution to honor the life and the legacy of Elijah E. Cummings, an American icon and constant friend and supporter of all USPS Mail Handlers.

Proposed Resolution
Submitted by:

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 are institutionalized 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, dignity, and respect through the enforcement of 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
Submitted by:

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

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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
Submitted by:

Oppose USPS Plans to Downsize or Reduce Service

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

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 Postal Reform Act of 2022 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
Submitted by:

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 to 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.

CUMMINGS RESOLUTION

WHEREAS, The late Honorable Elijah Cummings served in The United States House of Representatives Maryland's 7th Congressional District from 1996 until his death in 2019; and

WHEREAS, The late Honorable Elijah Cummings, a lifetime activist for social justice and equality, displayed great dedication and persistence in advocating for justice for all; and

WHEREAS, The late Honorable Elijah Cummings became one of the leading political figures in postal reform and anti-privatization for the United States Postal Service; and

WHEREAS, The late Honorable Elijah Cummings has worked hand in hand with all Unions regarding voting and voter's rights; and

WHEREAS, The late Honorable Elijah Cummings vowed to "fight until the death" to make sure every citizen had access to vote calling voting the "essence of democracy; and

WHEREAS, The late Honorable Elijah Cummings was Chair of the House Oversight Committee from January 2019 until his death where during and before his appointment was a sincere friend and supporter of the National Postal Mail Handlers Union; and

WHEREAS, The late Honorable Elijah Cummings supported this Union on many occasions as a speaker and several of the NPMHU's Legislative Conferences and providing his presence with us when called upon in other venues; and

WHEREAS, The late Honorable Elijah Cummings was a true and passionate friend and Brother to and for this Union the National Postal Mail Handlers Union.

THEREFORE , BE IT RESOLVED, that the National Postal Mail Handlers Union, during this 2020 National Convention in Denver, Colorado, pauses to recognize and express our deepest appreciation to this great activist, champion of civil rights, Congressman and friend of our Union the National Postal Mail Handlers Union; and

BE IT FURTHER RESOLVED, that we commit as a Union to as Brother Honorable Elijah Cumming once said and "fight until the death" for industrial justice for those who have trusted upon us as Union leaders to do so; and

BE IT FINALLY RESOLVED, as we thank God for granting us the opportunity to share just a small portion of his time that meant so much with the Honorable Elijah Cummings, we also express our

deepest appreciation for Maya Rockey Moore Cummings for sharing this great and special man with this Union!

JOHN LEWIS RESOLUTION

WHEREAS, The late Honorable John Robert Lewis served in The United States House of Representatives for Georgia's 5th Congressional District from 1987 until his death in 2020; and

WHEREAS, The late Honorable John Lewis was in 1961 one of the 13 original Freedom Riders determined to travel by integrated buses throughout southern states, determined to pressure the Federal Government to enforce the laws against segregation of public transportation and other public establishments in spite of being at times beaten by angry mobs and being placed under arrest; and

WHEREAS, The late Honorable John Lewis was one of the "Big Six" leaders who organized the 1963 March on Washington and a spokesperson at the march; and

WHEREAS, The late Honorable John Lewis in 1965 led the Selma to Montgomery march across the Edmund Pettus Bridge to rouse support for the Selma Voting Rights Movement and enduring violent attack which became known as Bloody Sunday; and

WHEREAS, The late Honorable John Lewis life long legacy was one which he devoted to voting rights and against voter suppression; and

WHEREAS, The late Honorable John Lewis expressed when you see something that is not right, not just or not fair, the moral need for others to "say something and to "do something"; and

WHEREAS, The late Honorable John Lewis led by example to us all as leader of enduring struggle but to be hopeful and optimist. Reminding us all that the struggle is not for a day, a week, a month or a year but for a lifetime. And to "never, ever be afraid to make some noise and get into good trouble, necessary trouble"; and

WHEREAS, The late Honorable John Lewis by God's grace it was GOOD that he got into " Good Trouble" and NECESSARY that he got into "Necessary Trouble" so that others would have a better life; and

WHEREAS, The late Honorable John Lewis was for his lifetime committed to voting rights, civil rights and human rights, for freedom , equality and justice for all; and

WHEREAS, The late Honorable John Robert Lewis was a friend and honorary member of several unions around the nation, of which all benefited from his fight for all; and

THEREFORE, BE IT RESOLVED, that the National Postal Mail Handlers Union, during this 2020 National Convention in Denver, Colorado pauses to recognize and express our deepest appreciation to this great advocate for justice, champion of civil liberties including voting rights. and to simply a great American; and

BE IT FURTHER RESOLVED, that as a Union we commit to VOTE as The Honorable John Robert Lewis implores us that "Your vote is precious, almost sacred, proclaiming it as the most "powerful nonviolent tool we have"; and

BE IT FINALLY RESOLVED, that the National Postal Mail Handlers Union greatly appreciates all done on our behalf and we thank God for the man known affectionately as "the Boy from Troy" who became our friend and the "Conscience of Congress".



National Postal Mail Handlers Union
Local 307 – Michigan
2441 W. Grand Blvd., Suite 201, Detroit, MI 48208
Phone (313) 831-1334 FAX (313) 758-0675

May 14th 2020

Constitution & Resolution Committees
NPMHU 2020 National Convention
815 16th Street NW Suite 5100
Washington DC 20006

Dear Brothers and Sisters of the respective committees I submit to you the following to be reviewed and considered for proposal

Thank you for your time effort and consideration

Derek Douglass



*National Postal Mail Handlers Union
Local 307 – Michigan*

2441 W. Grand Blvd., Suite 201, Detroit, MI 48208

Phone (313) 831-1334 FAX (313) 758-0675

ORGANIZING THE UNORGANIZED

Whereas, the National Postal Mail Handlers Union has a large and effective network of organizers, an effective Political Action Committee, an affiliate of the largest laborers union in North America LIUNA,

Whereas, high Union density contributes to higher wages, better work conditions, and a quality of life second to none

Whereas, the National Postal Mail Handlers Union's future abilities to represent its members effectively lies within it having a robust, and large membership

Whereas, the National Postal Mail Handlers Union executive board has the talent and knowledge to lead new members in new industries

Therefore, be it resolved, that the National Postal Mail Handlers Union create a National Organizing Department led by the National Executive Board to organize private sector mailers, logistics companies, and other companies whose employees would fall under the craft jurisdiction of a mail handler

Derek Douglass

Paul Hogrogian, National President
National Postal Mail Handlers Union
815 16th St. NW
Washington, DC 20006

President Hogrogian:

I am submitting the attached proposal for consideration by the Resolutions Committee of the NPMHU 2020 National Convention.

Thank you for your time and consideration.

Fraternally,

A handwritten signature in black ink that reads "Kelly Dickey". The signature is written in a cursive, flowing style.

Kelly Dickey

NPMHU Local #322

President

cc: Resolutions Committee

Suggested Resolution Proposal

By Kelly Dickey; NPMHU Local #322

Buy American – Buy Union

WHEREAS, the workforce of America has been hurt by the 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 workers; and

WHEREAS, the economic hardships of unemployment and underemployment continue to adversely affect the economy; and

WHEREAS, any drop in the American economy also affects the USPS with a decrease in mail volume; and

WHEREAS, there are unlimited opportunities to purchase Union-made and American-made goods; and

WHEREAS, purchasing Union-made and American-made goods will result in additional economic growth in America and increased mail volume for the USPS; 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 all Mail Handlers should spread this message through word of mouth to family, friends, and co-workers.

NPMHU Anti-discrimination & Sexual Harassment Resolution
Submitted by the NPMHU Women Committee

WHEREAS, the National Postal Mail Handlers Union (NPMHU) is committed to providing all its Members with quality representation at all levels in an environment free from discrimination and sexual harassment.

WHEREAS, the NPMHU reaffirms that we will not tolerate discrimination or sexual harassment in any form. This prohibition is applicable to all – union officials, union stewards, members, vendors, or other contractors.

WHEREAS, this resolution is intended to supplement – not replace or supersede – the other procedures available to employees under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, applicable collective bargaining agreement, and/or other procedures.

WHEREAS, the NPMHU is committed to maintaining an environment that is free of sexual harassment. Sexual harassment is a form of discrimination and can involve unwelcome sexual advances, requests for sexual favors, and other, verbal, visual, or physical conduct of a sexual nature. It can be in the form of words, signs, jokes, with or without physical conduct. Sexual harassment consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient.

THEREFORE, BE IT RESOLVED, that all Members are encouraged to report any sexual harassment or acts of discrimination. Whereas Members who believe they are the victims of sexual harassment or discrimination or who have witnessed any

inappropriate conduct should bring it to the attention of the Local President and or National President as well as a member of the National Women's Committee.

BE IT FURTHER RESOLVED, the NPMHU will conduct a prompt, thorough, and confidential investigation that ensures due process for all parties.

AND BE IT FURTHER RESOLVED that any Member may be asked to cooperate as needed in an investigation of suspected sexual harassment or discrimination. Members that participate in any investigation will not be retaliated against.

NPMHU Women Committee Members

June Harris, Chairperson, Pres. Local 306- NEB Central Region VP

Teresa Harmon, Co-Chair, CAD Manager

Yvette Johnson, Vice Pres. Local 300

Juanita Contreas, Vice Pres. Local 302

Felandria Jackson, Pres. Local 305

Roxie Olds-Pride, Treasurer Local 310

Joyce Webber, Treasurer Local 318

Kelly Dickey, Pres. Local 322

