

REPORT OF THE CONSTITUTION COMMITTEE

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TO THE

2024 NPMHU NATIONAL CONVENTION



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TO: All Delegates to the 2024 NPMHU National Convention

The Constitution Committee respectfully submits the following report to the 2024 NPMHU National Convention:

The Constitution Committee to the 2024 NPMHU National Convention is chaired by David Wilkin of Local 309 and the National Executive Board (NEB). The members of the committee are Chris Bentley of Local 297, Dan St. Marie of Local 301, Tony Coleman of Local 302, Jim Haggarty of Local 307, Lisa D. Greer of Local 310, Charles Charleston of Local 311, Don Sneesby of Local 316 and the NEB, Nick Mosezar of Local 318, Kelly Dickey of Local 322, Jeff Larsen of Local 323, Edvina Tesch of Local 332, and National President Paul V. Hogrogian, serving ex officio.

As set forth in Article XII, Section 10 of the National Constitution, in order for proposed amendments to either the National Constitution or the Uniform Local Union Constitution to be considered by this Convention, such amendments had to be submitted in writing by delegates, Local Unions, other subordinate bodies in good standing, or regular members in good standing no later than sixty (60) days prior to the opening of this National Convention; thus, the deadline for submitting proposed amendments was June 20, 2024. On or before that date, approximately 52 proposals were submitted to the National President, including proposed amendments to both the National Constitution and the Uniform Local Union Constitution. Copies of all of these proposals are attached to this report. For ease of reference, the proposals

generally are attached in numerical order based on the Local Union from which each proposal originated.

The Constitution Committee met in Washington, DC from June 24 through June 27, 2024, and in Las Vegas, Nevada beginning on August 16, 2024, in order to review each and every proposal that was submitted to the Committee. Based on that review, the Committee has recommended many of these proposals for adoption by the delegates assembled for this Convention. These Committee recommendations are set forth, in writing, in the supplemental report entitled Recommendations of the Constitution Committee, which has been distributed to all delegates.

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

Respectfully submitted,

Constitution Committee
to the 2024 NPMHU National Convention
David Wilkin, Chair
Chris Bentley, Local 297
Dan St. Marie of Local 301
Tony Coleman of Local 302
Jim Haggarty of Local 307
Lisa D. Greer of Local 310
Charles Charleston of Local 311
Don Sneesby of Local 316, NEB
Nick Mosezar of Local 318
Kelly Dickey of Local 322
Jeff Larsen of Local 323
Edvina Tesch of Local 332
Paul V. Hogrogian, ex officio

M E M O R A N D U M

TO: National President Paul Hogrogian

FROM: NPMHU National Executive Board

DATE: June 17, 2024

RE: Proposed Constitutional Amendments

Please find proposed constitutional amendments for consideration during the 2024 NPMHU National Convention.

NPMHU Constitution

1. Article XI, Section 4(A) p. 12-13

New Language

A. Elections shall be conducted among all regular members in good standing voting by secret ballot. Ballots shall be printed and mailed to members' last-known home addresses by the American Arbitration Association ("AAA"), or by another similar organization chosen by the Election Committee supervising the election of National officers ("another similar organization") between 30 and 40 days after the conclusion of the Convention. All ballots returned by eligible voters to the secure location determined by the AAA or by another similar organization within 30 45 days after the initial mailing shall be counted by the AAA or by another similar organization.

Uniform Local Union Constitution

1. Article VI, Section 1(A) p. 43-44

New Language

A. A special meeting to be known as the "Nomination Meeting," shall be held during the month of ______ every third year beginning with 20___, at which nomination shall be made by regular members in good standing for all of the offices and positions to be filled by election. Regular members in good standing shall be entitled to make nominations by U.S. Postal Service mail by sending copies of such nominations to the Judges of Election of this Local Union by registered, certified, priority, or express mail through the U.S. Postal Service. Nominations made in advance of the Nomination Meeting by other methods, such as regular mail, facsimile, or hand delivery, will not be accepted. The Judges of Election shall rent two USPS Post Office Boxes prior to any election. One may be used as the post office box for the receipt of nominations, for

return-to-sender or undeliverable mail during the balloting process, or for other administrative matters determined by the Judges of Election. The second box shall be used exclusively for completed ballots returned to the Judges of Election. Mailed nominations must be received prior to the Nomination Meeting at the post office box or address designated by the Judges of Election, and shall be read by the Judges of Election at the Nomination Meeting. No member may nominate more than one (1) candidate for each office; if a member nominates more than one (1) candidate for a particular office, all nominations for that office by that member shall be null and void.

2. Article VI, Section 4(A) p. 46

New Language:

A. Subsequent to nominations and the printing of the ballots, but at least **thirty (30)** forty-five (45) days prior to the date on which valid ballots must be received at the post office box rented by the Judges of Election, the following shall be mailed to all regular members by first-class mail:

3. Article VI, Section 4(B) p. 47

New Language

B. The return address of the postage-prepaid business reply envelope must be addressed to that of the Judges of Election at a Post Office Box which should be rented specifically for the occasion.

4. Article X, Section 1 p. 49-50

New Language:

Section 1. An officer or member in good standing may prefer charges against any other officer or member of this Local Union, but no later than thirty (30) days from the alleged date the violation occurred, became known, or reasonably should have become known, by filing written charges in duplicate with the Recording Secretary of this Local Union by registered, certified, **priority**, or express mail through the U.S. Postal Service. These charges must be signed by the person preferring the charges and indicate the provisions of the Constitution to be relied upon, or the agreement or rule alleged to have been violated and must set forth the specific violation or wrong charged and the date on which it allegedly occurred. In addition, the charges may set forth the remedy or corrective action being requested by the person preferring the charges.



Constitution to be	changed:	National 🗸	Local	Mail or fax to: NPMHU
Article to be amend	led:			2024 National Convention 815 16th Street NW, Suite 5100
Article: X Sect	ion: <mark>5</mark>	Paragraph:	Page #: 11	Washington, DC 20006 FAX: 202-833-0008
Current language:				
none				
Proposed language				
Proposed language				1
	uarterly, the s of the Natio be recorded	National Executive nal Union since its	Board of this Union last vote on disburs	n shall review and formally vote sements. This vote on
		lizes a current prae	ctice Formal Nation	al Executive Board votes on
disbursements are re				al Executive Board votes on
	rs, Section 6 At least qual lisbursement	rterly, the Executiv ts of the Local Unio	e Board of the Loca on since its last vote	I Union shall review and on disbursements. This vote
Name: Kevin Taba			nature:	•
Please supply docu	ımentation	if available, which	ch supports the ne	eed for the proposed change.



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local	Mail or fax to: NPMHU
Article to be amended:	2024 National Convention 815 16th Street NW, Suite 5100
Article: V Section: 4 Paragraph: C Page #:35	Washington, DC 20006 FAX: 202-833-0008
Current language:	
In the event of a vacancy in any office of this Local Union. The vacancy	shall be filled in the manner
set forth in local union bylaws.	
Proposed language:	
In the event of a vacancy in any office of this Local Union, The vacancy vote of the Local Union Council.	y shall be filled by a majority
Reason for change:	
The entire council should be able to make this important decision and not the executive board wich may onsist of 2-6 people. This would be faire	
Name: Alberta Prieto Local: 300 Signature: Local	A Luc Bate: 2/22/24

Deadline for Submission is June 20, 2024



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local	Mail or fax to: NPMHU
Article to be amended:	2024 National Convention 815 16th Street NW, Suite 5100
Article: VI Section: 2 Paragraph: C Page #:45	Washington, DC 20006 FAX: 202-833-0008
Current language:	
After the judges of election have promptly determined whether or not each shall issue their report and shall provide each candidate with a copy.	ach candidate is qualified, they
Proposed language:	
After the judges of election have promptly determined whether or not earlier than the promptly determined whether the prom	
shall issue their report and shall provide each candidate with a copy." T	
Reason for change:	<u></u>
This makes the nominations and election process more transparent. If themselves by mail, the candidate should be notified of the nominations position.	
	<u> </u>
Name: Alberta Prieto Local: 300 Signature:	A 100 Date: 2/22/24

Deadline for Submission is June 20, 2024



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local	Mail or fax to: NPMHU
Article to be amended:	2024 National Convention 815 16th Street NW, Suite 5100
Article: IV Section: 4 Paragraph: c1 Page #: 47	Washington, DC 20006 FAX: 202-833-0008
Current language:	
None	
Proposed language:	
Candidates and or observers who are present for the collecting and col	unting of ballots may submit
their ballot to the judges in the postage paid envelope at that time.	
j	
Reason for change:	
This guarantees that the candidate and or observers can submit their vicounted.	ote for themselves and have it
The USPS letter service has been dwindling as during the last officer e	
at least 25 ballots that were mailed more than 30 days prior to the the of the PO Box. Those votes were not counted. There were at least 5 care	
ballot was not received. This is important when a win or loss can be de	
	1 A A-
Name: Alberta Prieto Local: 300 Signature:	A fue Mate: 2/22/24

Deadline for Submission is June 20, 2024

June 12, 2024

Paul Hogrogian National President National Postal Mail Handlers Union

Dear Brother Hogrogian,

I am respectfully submitting the attached proposal to amend the Uniform Local Union Constitution of the National Postal Mail Handlers Union.

Thank you for your time and consideration with this submission.

Fraternally yours,

Sean M. Sweeney

Local 301, Branch 103

National Postal Mail Handlers Union

Sm. 25

LiUNA, AFL-CIO

PROPOSAL (Sean Sweeney, Local 301)

With the advancement of technology to tabulate ballots electronically the following proposed language change would simplify the ballot preparation and tabulation process. When tabulation of the ballots is done electronically, it is easier and more accurate to read a white ballot as opposed colored ballots. This proposal would not affect the provisions for separate ballots for respective Branch or State positions but would allow for all ballots to be tabulated together electronically without the need of separating Branch and/or State position ballots.

Local Union Constitution, Article VI, Section 4 (D.3), Rules for the Conduct Of the Election.

3. When opening secret ballot envelopes, the Judges must separate the Local Union Officer ballots from the Branch President ballots. A further separation will then be necessary to separate the Branch President ballots by branch and state Executive Board Members by state. To help facilitate this second separation, a white ballot shall be used for the Officers election, and separate colored ballots shall be used in each election for Branch President and state Executive Board Members. All envelopes and ballots must be preserved by the Judges for at least one year. As an alternative to separate colored ballots for the positions of Branch President and State Executive Board Members, where the tabulation of the ballots is performed by electronic methods with the capabilities to read and determine the separation of respective Branch President, and State Executive Board Members, all ballots may be white in color and tabulated together by the electronic methods. This provision shall not alter the provisions or requirements of subsection A.



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: Article to be amended:	National 🔽	Local	Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100
Article: XIV Section: 3	Paragraph: 1	Page #: 19	Washington, DC 20006 FAX: 202-833-0008
Current language:			0.10
Section 3. The dues of all regul		e twenty-eight	
dollars (\$28.00) per member pe	a pay period.		
	•		
:			
Proposed language: Section 3. The dues of all regul		•	
dollars (\$31.00) per member pe	я рау репос. Учки	a max. or \$ 55.00.	
		•	
	•	•	
Reason for change:			
We must keep it affordable and	reasonable so eve	ryone will join.	
			•
1.00			~~~
Name: Eric B. Schneider	Local: 303 Sig	mature: EiG.	Date: 03/17/20

Deadline for Submission is June 20, 2024

Please supply documentation if available, which supports the need for the proposed change.

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Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: Article to be amended:	National 🗸	Local	Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100
Article: XIV Section: 3	Paragraph: 1	Page #: 19	Washington, DC 20006 FAX: 202-833-0008
Current language:			
Section 3. The dues of all regulated the section 3. The dues of all regulated the section 3. The dues of all regulaters are section 3. The dues of all regul		e twenty-eight	
. ,,	. ,,		
Proposed language:			
Section 3. The dues of all regula	ar members shall b	e thirty-one	
dollars (\$31.00) per member pe			
Section 3 A. The dues of all Mi			
dollars (\$30.00) per member pe	r pay period. With	a max. of \$ 30.00.	
Once converted dues can increa	ase like regular me	mbers.	
Reason for change:	ranganahla an aya	nyono will ioin	
We must keep it affordable and	reasonable so evel	ryone wiii joni.	
Nome Eric B. Schneider	Local: 303 Sig	nature:	Date: 03/17/20
lame: Eric B. Schneider	ြာဝင္သား ြာဂုဒ္ ြဘဝ	marune.	

Deadline for Submission is June 20, 2024



Division of LIUNA, AFL-CIO

Branch 8

3426 W Grimson Ave.

EXECUTIVE BOARD Peoria, IL 61615-3705

JUNE HARRIS President

GREGORY D. NEWSOME Vice President

> TANISHA L. RUTH Treasurer

NPMHU 2024 National Convention 815 16th Street NW, Suite 5100

KITWANA STEWART Recording Secretary

Washington, DC 20006

MANUEL LAZU IL State Board

Dear Sir or Madam:

MAX C/REHBEIN WI State Board

BRANCH PRESIDENTS

I would like to submit the enclosed amendment for consideration at the national convention in August.

LEROY DAVENPORT III Cardiss Collins P & DC

ROBERT D. HOWZE South Suburban P & DC

CHRISTOPHER ECHOLS Milwaukee P & DC

> JOHN CASTAGNA Madison P & DC

JEFF BRIDGES Springfield P & DC

> STEVE BARBER Peoria P & DC

TIFFANY M. BYERS Chicago NDC

SHEILA SPAULDING Carol Stream P & DC

MANUELLA MORRIS Palatine P & DC

> MARK BLOUGH Fox Valley P & DC

JOVAN GORRELL Chicago Metro L & DC

JUSTIN MACKIEWICZ Champaign P & DC

0000

KYLE JOHNSON Chicago IMSC

Personally, I never regret the dues I pay as a full-time regular member of our union. They are worth every penny of it. However, newly hired employees may not see all of the benefits our union provides for them. They may see that the bi-weekly dues take well over an hour of their labors out of their paycheck. This proposal, if adopted, would encourage more of our new employees to unite with us from day one.

In the Peoria facility, the local of our sister union, the APWU, has made it a practice in the past to rebate a portion of dues paid by their pre-career employees. This would bring us into uniformity with them on a national level.

Sincerely,

Steven C. Barber, Branch President

PROPOSED CONSTITUTIONAL AMENDMENT

CURRENT LANGUAGE: Article XIV, Section 3. The dues of all regular members shall be twenty-eight (\$28.00) per member per pay period.

PROPOSED LANGUAGE: The dues of all career members shall be thirty-one dollars (\$31.00) per member per pay period. The dues of all Mail Handler Associate members will be twenty dollars (\$20.00) per member per pay period.

REASON FOR THE PROPOSED CHANGE: This proposal will provide a discounted membership rate for Mail Handler Associates (MHA). Their rate of pay is lower per hour than a career member and the number of hours they work is flexible. A two-tier dues rate will encourage MHAs to become a part of the union from the start of their postal career.

Page: 2

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National Postal Mail Handlers Union

Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local	Mail or fax to: NPMHU
Article to be amended:	2024 National Convention
Article: XIV Section: 3 Paragraph: Page #: 19-20	815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language:	
PLEASE SEE ATTACHED FOR PROPOSED AMENDEMENT TO ART	ICLE XIV SECTION 3
Proposed language:	
PLEASE SEE ATTACHED FOR PROPOSED AMENDEMENT TO ARTI	ICLE XIV SECTION 3
Reason for change:	
THIS PROPOSED CHANGE WILL ENSURE ALL REGULAR MEMBERS THE APPLICABLE PAY RATE, STEP AND GRADE.	S PAY AN EQUAL RATE AT
Name: DEREK DOUGLASS Local: 307 Signature:	Date: 1/15 20211
——————————————————————————————————————	Date: 4.15.2024
Please supply documentation if available, which supports the pre	d for the proposed change.

Deadline for Submission is June 20, 2024

PROPOSED AMENEDMENT

ARTICLE XIV - Dues and Per Capita Tax

Section 3. The dues of all regular members shall be twenty-eight dollars (\$28.00) per member per pay period. Each time that Mail Handlers receive a general negotiated or arbitrated wage increase subsequent to August 2022, the dues for each Local's regular members shall be increased by one dollar (\$1.00) per pay period, of which amount fifty cents (\$.50) shall be deducted by the National as increased per capita tax. Also, following the National Convention held in August 2022, there shall be a special one-time one dollar (\$1.00) per pay period increase separate and apart from the increases provided by the previous sentence, of which amount fifty cents (\$.50) shall be deducted by the National as increased per capita tax.

In addition, during any calendar year in which there is no general negotiated or arbitrated wage increase, but there are one or more cost-of-living adjustments that cumulatively total to five hundred dollars (\$500.00) or more, thereshall be a one dollar (\$1.00) per pay period increase in the dues for each Local's regular members, of which amount fifty cents (\$.50) shall be deducted by the National as increased per capita tax. Such dues and per capita tax increases shall go into effect as soon as possible after the effective date of each general negotiated or arbitrated wage increase or the triggering cost-of-living adjustment, when applicable. However, except for the special, one-time dues increase following the National Convention held in August 2022, only one dues increase per calendar year will be allowed. Such dues structure shall be maintained in order to permit each Local Union to function effectively and represent its members adequately; however, a Local, to function efficiently and represent its members, may request the National Executive Board, with the approval of two-thirds of the Local Presidents, to forgo its per capita taxes for a specified period. These provisions should not be construed to restrict Local Unions from establishing a dues structure for its regular members in excess of, or less than, provided herein. A Local may request the National office to waive the one dollar (\$1.00) increase or any portion thereof. However, this waiver shall not affect the fifty cent (\$.50) per capita tax increase.

CHANGE TO:

Section 3.The dues of all regular members shall be one and a half hours (1.5) at the Form 50 hourly rate, Pay Step and Grade per member per pay period. Each time that Mail Handlers receive a general negotiated or arbitrated wage increase subsequent to August 2024, the dues for each Local's regular members shall be increased to reflect the increased wage rate per pay period, with the dues split being 60% (sixty percent) to the local unions and 40% (fourty- percent) to the national union.

In addition, during any calendar year in which there is no general negotiated or arbitrated wage increase, but there are one or more cost-of-living adjustments that cumulatively total to five hundred dollars (\$500.00) or more, there shall be an increase in the dues for each Local's regular members, to reflect the increase in wage rate. Such dues and per capita tax increases shall go into effect as soon as possible after the effective date of each general negotiated or arbitrated wage increase or the triggering cost-of-living adjustment, when applicable. Such dues structure shall be maintained in order to permit each Local Union to function effectively and represent its members adequately; however, a Local, to function efficiently and represent its members, may request the National Executive Board, with the approval of two-thirds of the Local Presidents, to forgo its per capita taxes for a specified period.

SUBMITTED BY: DELEGATE DEREK DOUGLASS OF LOCAL 307

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Page: 4 paye 4

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		1.5	1.5	1	, ,	1.5	1.5	15	15	1 -		1.5	1.5	1.5	1.5	1 5	1 2	
FRS	LEVEL 5	27.15	30.39	31.8	33.28	33.46	33.65	33.83	34.02	2002	2.4.6	34.38	34.57	34.75	34.94	35.17	35.3	200
TABLE 1 FTR MAIL HANDI FRS	YEARLY DUES	1025.7	1143.87	1199.64	1281.93	1288.56	1295.19	1301.82	1308.45	1315 OR	200000	1321./1	1328.34	1334.97	1341.6	1348.62	1355.25	1007
AT	BI WEEKLY DUES	1.5 39.45	1.5 43.995	1.5 46.14	1.5 49.305	1.5 49.56	1.5 49.815	1.5 50.07	1.5 50.325	1.5 50.58	1 5 50 025	30.03	1.5 51.09	1.5 51.345	1.5 51.6	1.5 51.87	1.5 52.125	1 5 52 38
							1.5			1.5	1	CT	1.5	1.5	1.5	1.5	1.5	1.5
	LEVEL 4	26.3	29.33	30.76	32.87	33.04	33.21	33.38	33.55	33.72	22.80	33.03	34.06	34.23	34.4	34.58	34.75	34 92
	STEP	A	8	C	D	E	F	9	Ŧ	_	_				Σ	Z	C	

Submitted by: Delegate Derek Douglass

05/3/2024 06:58 AM T0:12028330008 FROM:2484541828

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Page: 5 page J

TABLE 2 MAIL HANDLERS

I EVEL A	- 1	TOWI	INDLEKS	LERS			
		BI WEEKLY DUES YEARLY DUES LEVEL 5	YEARLY DUES	LEVEL 5	BI WE	EKLY DUES	BI WEEKLY DUES YEARLY DUES
	1.5	1.5 31.695	824.07	21.91	1.5 32.865	2	854.49
	1.5	1.5 33.015	858.39	22.78	1.5 34.17		888.42
22.68 1.5	1.5	1.5 34.02	884.52	23.43	1.5 35.145	5	913.77
23.55 1.5	1.5	1.5 35.325	918.45	24.29	1.5 36.435	2	947.31
24.43 1.5	1.5	1.5 36.645	952.77	25.15 1	1.5 37.725	2	980.85
25.3 1.5 3	1.53	1.5 37.95	7.986		1.5 39.015		1014.39
26.18 1.5 39.27	1.5 3	9.27	1021.02	26.87	1.5 40.305		1047.93
27.05 1.5 4	1.5 4	1.5 40.575	1054.95	27.73 1	1.5 41.595		1081.47
27.92 1.5 41.88	1.5 4		1088.88	28.59 1	1.5 42.885		1115.01
28.8 1.5 43.2	1.5 4		1123.2	29.46 1	1.5 44.19		1148.94
29.67 1.5 4	1.5 4	1.5 44.505	1157.13	30.32	1.5 45.48		1182 48
	1.5 4	1.5 45.825	1191.45	31.18	1.5 46.77		1216.02
31.42 1.5 47.13	1.5 4		1225.38	32.04	1.5 48.06		1249.56
32.39 1.5 4	1.5 4	1.5 48.585	1263.21	32.9 1.	1.5 49.35		1283.1
33.17 1.5 4	1.5 4	1.5 49.755	1293.63	33.76 1.	1.5 50.64		1316.64
34.05 1.5 5	1.5 5	1.5 51.075	1327.95	34.63 1.	1.5 51.945		1350.57
34.92	1.5	1.5 52.38	1361.88	35.49 1.	1.5 53.235		1384.11

_	_	<u>,</u>	.	
YEARLY DUES	790.14	YEARLY DUES	726.18	745.68
BI WEEKLY DUES YEARLY DUES	1.5 30.39	BI WEEKLY DUES YEARLY DUES	1.5 27.93	1.5 28.68
	1.5		1.5	1.5
FTF	20.3	MHA	18.6	19.1

National 4

Mail or fax to:



National Postal Mail Handlers Union

Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Tooot

Constitution to be changed: National 🗸 Local	NPMHU
Article to be amended: Article: XII Section: 3 Paragraph; 2 Page #: 15	2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language: All Local Union Presidents shall be delegates of their Local Union to an	y National Convention which
may take place during their term of office. When serving as a delegate Local President may not vote in officer elections at the National Conver recent election of Local Union officers, the notices to regular members a virtue of his/her election as Local President or Vice President, the office Union delegate or alternate delegate (for the President) to all Conventic during the term of office.	under this paragraph, the ntion unless, during the most and/or ballots stated that by its automatically a Local
Proposed language:	
All Local Union Presidents AND LOCAL UNION ELECTED OFFICIALS Local Union to any National Convention which may take place during the serving as a delegate under this paragraph, the Local President AND Local Union officer elections at the National Convention unless, duri Local Union officers, the notices to regular members and/or ballots state election as Local President, Vice President, OR LOCAL ELECTED OFF automatically a Local Union delegate or alternate delegate (for the President Conducted during the term of office. IN THE EVENT THE LOCAL TO SEND LESS THAN THE AMOUNT OF LOCAL ELECTED OFFICIAL OFFICIALS WILL BE SELECTED BASED ON RANK (L.PRES,VP,SEC	eir term of office. When OCAL ELECTED OFFICIALS ng the most recent election of ed that by virtue of his/her FICIALS the officerS ARE ident) to all Conventions of this LUNION COUNCIL SELECTS LS, THE ELECTED
Reason for change:	

The current language makes going to the National Convention a popularity contest instead of sending educated, informed, and engaged representatives to cast votes on important issues. Our elected officials are in the trenches everyday fighting, learning, teaching, and on the forefront of all the current issues. They were already elected by the members they represent to be their leader and should not be subject to another election to represent them at a National Convention. There is no logic in having language that permits a general member off the workroom floor that never reads a bulletin board, opens the contract, or has any knowledge of the Constitution, by-laws, or CBA the ability to go to the National Convention and cast votes ahead of an elected official because he/she is popular in a large facility and looking for a free vacation with no regard for the important business of the Convention.

Date: 5/30/24 Local: 308 | Signature: Name: GEORGE GOHR



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

		1011 Constitution
Constitution to be changed: National	Local	Mail or fax to:
Article to be amended:		NPMHU 2024 National Convention
Article: VT Section: 8 December 1		815 16th Street NW, Suite 5100
Article: VI Section: 8 Paragraph:	Page #:	Washington, DC 20006 FAX: 202-833-0008
Current language:	· 	
In addition, members working position with the Postal Service Postal Inspection Service Shall 6	in or detailed to	9 Supercuisment Marcon
Posto 17	, the USPS OFFICE	of Inspeaker Come
Postal Inspection Service Shall 6 Union on its membership in	e prohibited from	on real-section to
1 on its membership is	2	This nex
two years following Sach -	any capacity	tora period of
Fludosed language:	,	
I'm addition, nembers worker	ne in at defel	1 1
General position with the A General, or the Postal Inspections this National Union or its men	L' C. L	to a supervising on
General or the Putte (Trenant	ost service The	USPS office of Imper
the Natronal II	service, shall be	E from kited from repre
, - ,	any	capacity for a her
of four (4) years foll	lowing such	2 1 1
.	lowing such e	my ment.
· ·		
Reason for change:		
To ensure that any or union Representative 1/2 a manyement position or	member struic	ing as an office
of Union Representative	1 AS NO intento	n to return to
a manyement position or	EMS status.	
	,	
	•	
	1, 1	
Vame: Charles J. Franklin Ju Local: 310	Signature: Unale / Fin	Hit Date: 6-20-24
Please supply documentation if available, v	which supports the non-	1 february
,	sabbotte mie meet	i for the proposed change.

Deadline for Submission is June 20, 2024



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National V Local Article to be amended: Intro Article: — Section: — Paragraph: — Page #: 1	Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language:	
As amended by the National Convention August 8- Additions or revisions made by the delegates Mpmttus 2020 National Convention in August 2 in bold point.	attending the
Proposed language:	
As amended by the National Convention August Add Highs or revisions made by the delegates NPMHU's 2024 National Convention in Augustoph in bold print	attending the
Reason for change:	
The correction of the year & date the cis occurring.	convention
Name: Janice Spencer Local: 318 Signature: Opiece	Opensone: 4/10/24



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Article to be amended: 2024 Na 815 16th S	lail or fax to: NPMHU ational Convention treet NW, Suite 5100
	ngton, DC 20006 : 202-833-0008
Proposed language: To add Gender Neutral Pronouns energywhere She/Ke &r Ker/Him annated in the Constitution.	They they
Reason for change: To be Cognessant of the Changes in to world and inclusive of energy in to today's faciety.	days
Name: Joyce WEBER Locak 3/8 Signature. Please supply documentation if available, which supports the need for the pro-	ate: 6/10/24

Deadline for Submission is June 20, 2024



Constitution to be changed: Article to be amended:	National 🔀	Local	Mail or fax to: NPMHU 2024 National Convention
Article: Section: 3	Paragraph: 2	Page #:	815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
This union shall come work environment postal employees	Seck to achi it and bei	eve a safet Ier workir	and healthier by conditions for
Proposed language: This union shall and healthier vicalthier vicalthier for f	seek to ac vork envin rostal emf	hieve a se ment an loyecs.	Her, engonomic ed better working
			j
Reason for change: As the postal Serventing and creen environment proof the employed and reducing the	ice embank ating a mi omotes the s, while al	s on the force ergono ic health i so improvi MS13.	utive imple- mic work Ind well-being ind productivity



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local NPM Article to be amended: Article: Section: Page #: 5 New Mail or 1 NPM 2024 National 815 16th Street N Washington, FAX: 202-8	HU Convention IW, Suite 5100 DC 20006
Current language:	
An individual Shall Obtain regular membership in this Union I executing and Submitting to this Union or a Local Union the	by energy an
application for membership or a dues deduction authorizat	
and by making at least one full payment of dues.	ion torm
Proposed language:	
An individual Shall obtain regular membership in this lexecuting and Submitting to this Union or a Local Union the an application for membership or a dues deduction authoromand by making at least one full payment of dues Will appear on the dues Check off report. Reason for change:	vereof orization
To make Clear to the members that their first fall po	34mes L
Of dues must appear on the dues Check off report b	edaro
they are Considered members.	
Name: Shanding Corder And Local: 318 Signature & Man De Lis. Codous R. Date: 6	-11-2024

Deadline for Submission is June 20, 2024



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local	Mail or fax to: NPMHU
Article to be amended:	2024 National Convention 815 16th Street NW, Suite 5100
Article: 5 Section: 4 Paragraph: 1 Page #: 5	Washington, DC 20006 FAX: 202-833-0008
Current language:	
It shall be the duty of all members to faithf	ully abide by this
Constitution and the rules and regulations of the and olefend the rights of every other member and to aid and support enforcement of the di	is Union, to uphold
and oldered the rights of every other member	under this contribution
and to all a and support entorcement of the al	uties of every
Office tylember under this contritution, and to	support the
Proposed language: It is: the duty of all members to faithf	fill anide house
Cooling of an regulation of	uly upor 17 this
Constitution and the rules and regulations of upnoted and defend the rights of every of	this winn, to
uphola and actual tire rights of every of	ver mothocr under
this Constitution and to aid and support e	^ ·
oluties of every other member under this	Constitution, and
to support the enforcement of, and ma	intain the
Reason for change:	
Coinciding with proposal for Local Afficte 3.	Section 4 page 33.
More affirmative language and speaks to	o members
current duty.	
Jame: TANICE SOPMET Local: 318 Signature: Queel De	ence Date: 10/11/24

Deadline for Submission is June 20, 2024



			
Constitution to be changed: Nationa		Local	Mail or fax to: NPMHU
Article to be amended:			2024 National Convention 815 16th Street NW, Suite 5100
Article: Section: 7 Paragrap	oh:	Page #: S	Washington, DC 20006 FAX: 202-833-0008
Current language:			
All regular members in good stand Union and every member shall have Constitution, to nominate candidate choosing without fear of reprisals to membership meetings of his or her or opinions, to meet and assimble	in shall	have equal rig	hts and privileges in this
Union and every member shall have	ur therigh	t, subject to	the provisions of this
Constitution, to nominate condidate	is, to run	for office, to	support candidates of their
choosing without fear of reprisals to	s vote in	elections and	retrinda, to attend
menbuship meetings of his or her	trocal C	him, to ex	press any views , arguments
or opinion 1/10 Meet and assimble	treely wi	th other fiend	(2) 11.
Proposed language:			
All regular members in social standing s	, hall have	equal rights and	privileges in this Union and
IRVANY Member shall have the right sub.	'ect to the	provisions of the	2 . 4.6.12
candidates, to run for office, to support	cardidates	of their choosis	as without fear of rensied to
candidates, to run for office, to support vote in elections and referenda, to att	fend minb	ership meetings	of his or her Local Univers
assemble freely with other members, and voting upon the business of members he employed by the Postal Service or any other postal and mail handling operations. Reason for change:	ress any i	items, argument	ts, or opinions, to meet and
assemble freely with other members, a	nd to part	icipate in the	discussions, deliberations,
and ugting upon the business of membersh	is neeting	s; provided ho	wever that only working members a directly or indirectly on the
postal and nail handling operations	May Naning	te or vote for	Union officers or delagter
Reason for change:	1		
All members and officer sh			
should yell, swear, or member or officer of th	11	الممالمة	and No one
Should will summer	WITH 11	ailuith ava	iespec !
July 2 Medit of	attemp	to intima	tp or belitte any
WEWER or officer of th	is Un	ion	<i>'</i>
Name: Ron Nordyke Local: 318	Signatu	re 3	Date: 6-10-2024)
Please supply documentation if available,	, which su	pports the need	for the proposed change.



	National 🔀	Local	Mail or fax to: NPMHU
Article to be amended:			2024 National Convention 815 16th Street NW, Suite 5100
Article: Section: 3	Paragraph: 5	Page #: 6	Washington, DC 20006 FAX: 202-833-0008
The other official vegional vice Pr	us of this esidents.	Union Sh	all be fix(5)
Proposed language: The other official Vegional vie proposed language: The other official vegional vie proposed language:	als of the residents.	s union s The five austrn R	shall be fixe(5) (5) regions are: egion, Southern Degion
Region, Cente	val Regio	n, Westeri	Region.
	in what	regions a	
Reason for change:	in what	vegious a	
Reason for change:			



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National X Local	Mail or tax to:
Constitution to be changed. Mational [7.]	NPMHU
Article to be amended:	2024 National Convention
Article to be amended.	815 16th Street NW, Suite 5100
Article: VI Section: B Paragraph: Page #: 4	Washington, DC 20006
Article: VI Section: 8 Paragraph: Page #: 7	FAX: 202-833-0008
Current language:	
Any officer or other union representative who appli	ies for or accepts, for
In in the same consecutive Maria compatible of the No.	H. H. O. MCMIA
- しんこう はっしゃ かくしに かくりき とう・グ・アーブ・アーブ・アン・アン・アン・アン・アン・アン・アン・アン・アン・アン・アン・アン・アン・	TO THE OWNER OF THE OWNER
or with the usps office of Euspector General or the Postal	The bechon service SMI
IMMEDIATELY resign his Mer position with the Union a	by failing to boso, the
bosition shall be Declared to be no (1211). In the property se	moers working to or dold led
TO A SUPERU'S ON OR MODO SCRILL FOST HOW WITH THE POST ON SE	His teneman officeer
ENSPECTOR GENERALION THE MEM MORE THE FUN CAPOCITY F	Dra Derion popping while this
ENTER THE USPS OFFICE OF ENSPECTOR GENERAL OR THE POSTAL ENTERIOR STORY THE SIGN KISHER POSITION ON THE HODITION HE POSITION STORY OF MANAGERIAL FOSTHON WITH THE POSTAL SE ENSPECTOR GENERAL OR THE POSTAL ENSPECTOR GENERAL OR THE POSTAL ENSPECTOR GENERAL OR THE POSTAL ENSPECTOR GENERAL OR THE MEMBERS THIS THE ANY CAPOCITY FOR THE MEMBERS THE ANY OF THE MEMBERS THE ANY OF THE POSTAL OF THE MEMBERS THE ANY OF THE ANY OF THE MEMBERS THE ANY OF THE ANY OF THE MEMBERS THE ANY OF	TWO YS AYS FORDWING
by office or offer union teb is entation who elbiss for or	ACCEPTS, FOR ONL DECIONORS
& supervisor of Management Position with the Postal service (Ind	voice AM EAS Position Tripolism
Evall Be Declared to be up capt. Do ADDITION, MEM bers working the Declared to be up capt. Do ADDITION, MEM bers working the Declared to be up capt. Do ADDITION, MEM bers working the Declared to be up capt. Do ADDITION, MEM bers working the Declared to be up capt. Do ADDITION, MEM bers working the Declared to be up capt. Do ADDITION, MEM bers working the Declared to be up capt.	or with the usps office at
Euspector Brueval or the Postal Duspection Service shall It	mediately resignihis lung
Exition service stall Inne diately with the union and, pail	nd to Do so, the tosition
Declared to be Uncapt. Do ADD: Tion, Members worki	a of Opliated rond by
Shall be second with the Postal Bervice	en the uses office a
Chrospison of the service that Service	chall Ap OF
the Inspector General and union or Its Mem	Dership tu Any
the Inspector General Or the positional union or Its Mem	Ch Charles at
Expansity For a period of Four years Following Su	ich Eustrol Man!
Reason for change:	
two years ?s not Enought to Allower the	nem to represent
the mail handler craft. + wo years Is a slap to	entire craft.
_	
	1/10/5 = 1
Name: Dou'd Di'AZ Local: 318 Signature: Nature	Date: 6/10/2024
Please supply documentation if available, which supports the nee	a for the proposed change.

Deadline for Submission is June 20, 2024



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local NPMHU
Article to be amended: 2024 National Convention 815 16th Street NW. Suite 5100
Article: 7 Section: 1 Paragraph: Page #: 7 Washington, DC 20006 FAX: 202-833-0008
Current language:
and shall have authority to settle and determine all anityances
and disputes submitted for resolution. Actions and decisions of
the National President shall be appealable to the National Executive
Board in accordance with Afficie XVIII of this Constitution.
Proposed language:
submitted for resolution. When protests charges are filed involving members,
the Mating Operident shall a shall all charges are tiled involving members,
the National President shall contact all parties named in said charge protest
1914 911 TILL UNDITURN TO ARTIESS ALL ALPRAPHONT MERITINES IN
sula pintar afore any accision is rendered Actions and decisions
of the National President shall be appealable to the National
Executive Board in accordance with Article XVIII of this Constitution.
Reason for change:
Allowing members that charges or protest are filed on or involve.
Allowing members that charges or protest are filed on or involve. The apportunity to answer to the altegation and possibly
clarify the issue prior to a decision being rendered against or involving them and then having to appeal
against or involving them also their naving to appear
the decision.
Name: Janie Spencer Local: 318 Signature Queer peren Date: 4/12/24
Please supply documentation if available, which supports the need for the proposed change.

Deadline for Submission is June 20, 2024



Constitution to be changed: National Local Local Article to be amended: Article: V/// Section: Paragraph: Page #: 9	Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language: The National Secretary-Treasurer st to review and approve or disapprove t Of the National President.	nall be required he expenses
Proposed language:	
the National Secretary-Treasurer, with the National Executive Board shall to review and approve or disapprove of the National President.	be required
Reason for change:	. 511 ha
The check and balance process strengthen by this added language	1
Name: Lynden Clarke Local: 318 Signature: Lynden (Please supply documentation if available, which supports the need	[1]



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Article: II Section: I Paragraph: I Page #: II Washington, DC 20006 FAX: 202-833-0008 Current language: To be eligible to run for a position on the National Executive Board, an individual must have been a member in continuous good standing for a period of two (2) years preceding the date a convention is scheduled to be convened In addition, to be eligible to run for executive acconvened In addition, to be eligible to run for exection as a Regional Vice President, the member must have been a member in good standing of Local Union(s) within that Region during the two -year period. Proposed language: To be eligible to run for a position on the National Executive Board, an individual must have been a member in continous good standing for a period of fourly years preceding the date a convention is scheduled to be convened In addition, to be eligible to run for election as a Regional Vice President, the member must have been a member in good standing of Local union(s) within that Region during the four years preceding the date a convention as a Regional Vice President, the member must have been a member in good standing of Local union(s) within that Region during the four year period.		
Article to be amended: Article: II Section: I Paragraph: I Page #: II Courrent language: To be eligible to run for a position on the National Executive Ecoard, an individual must have been a member in continuous good standing for a period of two(2) years preceding the date a convention is scheduled to be convered In addition, to be eligible to run for exection as a regional vice President, the member must have been a member in good standing of Local union(s) within that Region during the two -year period. Proposed language: To be eligible to run for a position on the National Exputive Board, an individual must have been a member in continuous good standing for a period of four (4) years preceding the date a convention is scheduled to be convented In addition, to be eligible to run for election as a Regional vice president, the member must have been a member in good standing of used union(s) within that Region during the four - year period. Reason for change: To remain consistent with proposed requirement submitted on page 7 Section 8 (Article II officers) submitted by this Local.	Constitution to be changed: National 🗸 Local 🔲	
Article: II Section: I Paragraph: I Page #: II Washington, DC 20006 FAX: 202-833-0008 Current language: To be eligible to run for a position on the National executive example, an individual must have been a member in continuous good standing for a period of two (2) years preceding the date a convention is schedula to be convened In addition, to be eligible to run for exection as a regional vice President, the member must have been a member in good standing of Local Union(s) within that Region during the two -year period. Proposed language: To be eligible to run for a position on the National Executive Board, an individual must have been a member in continous good standing for a period of four (4) years preceding the date a convention is scheduled to be convented In addition, to be eligible to run for election as a Regional vice President, the member must have been a member in good standing of Local Union(s) within that Region cluring the four - year period. Reason for change: To remain consistent with proposed requirement submitted on page ? Section 8 (Article II officers) submitted by this Local.	Article to be amended:	
To be eligible to run for a position on the National Executive Board, an individual must have been a member in continuous good standing for a period of two (2) years preceding the date a convention is schedulal to be convened In addition, to be eligible to run for elicitim as a Regional vice President, the member mult have been a member in good standing of Local Union(s) within that Region during the two-year period. Proposed language: To be eligible to run for a position on the National Executive Board, an individual must have been a member in continous good standing for a period of four (4) years preceding the date a convention is scheduled to be convented In addition, to be eligible to run for election as a Regional vice President, the member must have been a member in good standing of Local Union(s) within that Region aluning the four - year period. Reason for change: To remain consistent with proposed requirement submitted on page 7 Section 8 (Arricle II officers) submitted by this Local.	Article: Nection: Paragraph: Page #: 1	Washington, DC 20006
To remain consistent with proposed requirement submitted on page 7 Section 8 (Amick II officers) submitted by this Local.	In addition, to be eligible to run for election as a key the member mult have been a member in good so union(s) within that Region during the two-year proposed language: To be eligible to run for a position on the National individual must have been a member in continous a period of four (4) years preceding the date a count be convened In addition, to be eligible to a regional vice president, the member must be member in good standing of Local Union(s) with member in good standing of Local Union(s) with	Regional VICE President, itanding of Local ar period. Il Extutive Board, an agood standing for orivention is scheduled run for election as a ve heen a
on page 7 Section 8 (Article II officers) submitted by this Local.	Reason for change:	
Janice Spencer Local: 318 Signature Julie Johnson Date: 6/10/24	On page 7 Section 8 (Article II officers) subj	rement Submitted mitted by this
· · · · · · · · · · · · · · · · · · ·	Tame: Janice Spencer Local: 318 Signature po	2001 Date: 6/10/24



Constitution to be changed: National Local Local	Mail or fax to: NPMHU
Article to be amended:	2024 National Convention 815 16th Street NW, Suite 5100
Article: X Section: 4(a) Paragraph: Page #: 213	Washington, DC 20006 FAX: 202-833-0008
Current language:	
All ballots returned by eligit	ble voters to the
secure location determined by the,	AAA Deby
lanother similar organization within	45 days after
the initial mailing snau Be counted	of bythe APTH OR
10/another similar organization.	
Proposed language:	010100000000000000000000000000000000000
Secure location determined by eligible,	AAADE bu
another similar organization with	in 30 yours after
The initial mailing and Be counted	dounedAA
the initial mailing snay Be counted on by another similar organization	m,
Reason for change:	
	0.20010.10
Forty-five (45) days is too long-to rur iteren causes delay in rerun andlo	is relection and
Iteren causes delay in renin analo	or run-off
electrons.	
Name: Shauna One S Local: 3 8 Signature M	©_Date: 6-11-24
Please supply documentation if available, which supports the need	l for the proposed change.



Constitution to be changed: Nat	ional 🔀	Local	Mail or fax to: NPMHU 2024 National Convention
Article: Section: 5 Para	igraph: A	Page #: 13	815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language:			
No Union Funds shall be expe	inded, direct	ly or indirectly,	, to pronote or oppose
any candidate for Union o	office. No	Union Pacil	ities comment
Stationery, Supplies, or the	seal and ins,	ionia of the	National Union or
No Union funds shall be expended any candidate for Union of Stationery, supplies, or the any Local modification to candidate proposed languages	hereof may	be used to	further any
Proposed language:			
No Union funds shall be exp oppose any candidate for stationery, supplies, or the National Union or Loca	pended, dive	ctly or indire	elly, to promote or
0,000,000	10.	min N.	1 . A stitier as inch
and the to	r Whion C	ut ich IAO (woo ke com in the house
Stationery, Supplies, or the	seal and,	nsignia (and	for any part of) the
National Union or Loca	1 modition	tion thereof	may be used to
further any candida	γ,		
Reason for change:			
	.t of the	National	or Local Union
Logo could/would	give a	candidate a	an unfair
advantage	•		
Name: Kon Nordy CP Local:	316 Signatu	are:	Date:
Please supply documentation if avail	able, which s	upports the need	d for the proposed change.



Constitution to be changed:	National 💢	Local	Mail or fax to: NPMHU
Article to be amended:	,		2024 National Convention
Article: XII Section: P	aragraph:	Page #: 14	815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language:			
At list (90) day a Call Shall is Secretary Treas	s prise to	the Nac	tional Convention
a Call Shall is	sue fr	om-the	National
Secretary Treas	cured to	each L	se thion
Proposed language:			
At least (90) day a gall shall be Secretary Tress	a prior	to the Na	tronge Convention
and while he	- is suce	L Scom	the National
	1-12	del - Z	west thing
secretary / kers	uru a,	each /	oca cara
O			
Reason for change:			
	etic/gr.	emmatic	al change.
U	1 0		
ame: Jour WEBEK Loc	01: 210 Simpto	Here II	des ou wholse
	al: 3/8 Signatu		Mr Date: 4/0/24
lease supply documentation if av	ailable, which si	innorts the need	for the proposed change



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National X Local	Mail or fax to: NPMHU 2024 National Convention
Article: XV/ Section: Paragraph: Page #: 2/	815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language: The "Mail Handler" shall be the of If this trainer Kigher members Ikele be milled "the Mail Handle Lasis:	
Proposed language: The "Mile Handler" shall be the off this traion. Regular members shall be mailed the Mail Handle hasis.	ficial publication of this trion on a femiamus
Reason for change:	
Cott faving menures.	
A	

Deadline for Submission is June 20, 2024



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Deadline for Submission is June 20, 2024



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local X Article to be amended: Article: Section: 3 Paragraph: 1 Page #: 32	Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language:	
This Local Union shall conduct its affairs in will enhance, conserve, and protect the interest Postal Mail Handlers Union, and its affiliates	t of the National
Proposed language:	
This Local Union shall conduct its affairs, will advance, enhance, conserve, and protect National Postal Mail Handlers Union, and i and members	the interest of the
Reason for change:	
Advance means to move forward. Enhancimprove or augment. The Union is moving the Mail Handler Craft forward.	nce means to the interests of
ame: Ron Nordyko Local: 3/8 Signature:	Date: 6-11-202



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local NPMHU Article to be amended: Article: 3 Section: 3 Paragraph: Page #: 33 Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language:
It individual Shall obtain membership in this Local Union by
exercising and Submitting an application for membership or
adves deduction authorization form, by making at least one
tall payment of dues and by otherwise meeting the qualifications
Froposed language:
An individual Shall obtain membership in this Local Union by
exercising and Submitting an application for membership or a
dues deduction authorization form, by making at least one
full payment of dues which will appear on the dues Check Off
full payment of dues which will appear on the dues Check Off report, and by Otherwise meeting the qualifications for
membership.
Reason for change: To make it Clear to the members that their first full payment
Of dues must appear on the dues Check off report before
they will be considered as members of this Union.
Name: Showed Conduct And Local: 318 Signature: Spande Lin Cooling Date: 6-11-2024



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local	Mail or fax to: NPMHU		
Article to be amended:	2024 National Convention 815 16th Street NW, Suite 5100		
Article: 3 Section: 4 Paragraph: 1 Page #: 33	Washington, DC 20006 FAX: 202-833-0008		
Current language:			
It shall be the duty of all members of t	his local Union		
to abide by the constitution of this Loca National Postal Mail Handlers Union, and	l Union, of the		
National Postal Mail Handlers Union, and	OF LIUNA TO		
the extent that is applicable.			
Duran 11			
It is the oluty of all members of this	LOCAL LINEON		
In a hide by the Constitution of this 1000	Lining of the		
To work by the constitution of this cold	union, of the		
to abide by the Constitution of this Local Union, of the National Postal Mail Hardlers Union, and of LIUNA to			
the extent that is applicable.			
Reason for change:			
More affirmative and speaks to members	Current duty.		
·			
Name: Janice Spencer Local: 318 Signature.	ncus Date: 6/11/24		
Please supply documentation if available, which supports the need	for the proposed change.		

Deadline for Submission is June 20, 2024



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local	Mail or fax to: NPMHU
Article to be amended: Article: Section: Paragraph: 2nd Page #: 36	2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language: Normally, a member may not be appointed a two years of working in or being detailed to a super position with the Postal Sprvice, the USPS oppice General, or the Postal Insportion service; an except in unusual circumstances at the discretion of the	
Proposed language:	
Normally, a member may not be appointed as a ste Four years of working in or being dotailed to a su position with the Postal Service, the USPS office of or the Postal Inspection Service; an exception, howe unusual circumstances at the discretion of the	ver, may be made in
Reason for change:	
To be consistent with the other changes From	m & years +8
Jame: Lingen Clanke Local: 318 Signature: Jumber	v /

Deadline for Submission is June 20, 2024



Constitution to be changed: National Local Mail or fax to: NPMHU			
Article to be amended: 2024 National Convention 815 16th Street NW, Suite 51			
Article: V Section: 5 Paragraph: Page #: 37 Washington, DC 20006 FAX: 202-833-0008			
Current language:			
She shall nave the authority, when she deems it necessar	m		
between meeting of the local thum executive board, to			
She shall nave the authority, when she deems it necessare between meeting of the word thuring executive Board, to conduct a poll of the Local Union Executive Board by telephone, facsimile, electronic transmission, telegraph,			
De hismoil.			
De by mail.			
Proposed language:			
She shall have the authority, when she alems in	+		
necessary between meeting of the Focal Union			
necessary between meetings of the Local Union Executive Board, to conduct a poll of the Local Union Executive Board by telephone, by electronic			
Executive, Board by telephone, by telephone			
communications, Or by mail			
0			
Reason for change:			
Telegraphs are no longic in use-today. He last	i		
regular commercial telegraph service in the world			
was discontinued on July 14,2013, per Google.			
Telegraphs are no longer in use-today. The last regular commercial telegraph service in the world was discontinued on July 14,2013, per Google. This change is also to mirror the literature of			
Natimal.			
Name: MMCD Local: 318 Signature: Date: 6/11/2	<u>-</u> 24_		
Please supply documentation if available, which supports the need for the proposed change	e.		
Deadline for Submission is June 20, 2024			



- T. (1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1			
onstitution to be changed:	National	Local 🔀	Mail or fax to: NPMHU
ticle to be amended:			2024 National Convention 815 16th Street NW, Suite 5100
ticle: Section: 5	Paragraph: E 5	Page #:39	Washington, DC 20006 FAX: 202-833-0008
irrent language:			
Heshall be ru	sponsible fi	n having r	nonthly orquata
abor-managem	ent mes	meetingsn	Nth the local
nstallation head	e ana aisos	Salter	A houlth comment
nectinas:	Scheanner	Serry will	dhealth commit
oposed language:	musible fo	v havina n	nouthly or quater
THE SHULL DO ILS	- Lagetik	ac with th	- locatin stall at
abov manageme	ut meet in	ys wire th	c weat installati
read and also she	all be restri	msibletoi	r hanna vaulasiu
a full foult	Romann. Dogo	Indiana Dia	
scheamed mus		comment il	an water
scheamed <u>war</u> matings, safety	ana gearr	Committee	a maings-
ason for change:			
To be more in	1	COMPACT.	ual required
To be mor in	. line with	Corpraci	
michinas-		_	
meetings-			
_			
	<u> </u>	11/2-25	1 ml hlulane
ime: WAYNE CAMBELI	Local: 3/8 Sign	ature: My 2	Ing M Date: 6/11/2004



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local	Mail or fax to: NPMHU
Article to be amended:	2024 National Convention 815 16th Street NW, Suite 5100
Article: 5 Section: 1 Paragraph: 1 Page #: 42	Washington, DC 20006 FAX: 202-833-0008
Current language:	
shall be required to have been in continuous go	ed standing in the
National Hostal Mail Hardler for a period of the	NO years immediately
Prior to nomination and current in the	payment of dues,
and sine cannot have been employed ,	in or applied for
Shall be required to have been in continuous go National Postal Mail Hardler for a period of the prior to nomination and current in the and she cannot have been employed a supervisory or managerial position w	11th the Postal Service
Proposed language:	
Shall be required to have been in continu	10US good Standing
Shall be required to have been in continuing the Mational Postal Mail Hardler for a	I period of
four years immediately prior to nomi	nation and
four years immediately prior to nomin Current in the payment of dues, and	d slhe cannot
have been employed in or applied for a	a supervisory
or managerial position with the Postal	Service
Reason for change:	CO 1700
To coincide with previous proposals of cha	nge to two year
eligibility.	3
J	
Jame: Unice Specier Local: 318 Signature:	1 III 2 A
ame: VIIICE SPECIE Local: KIXISignature: / have -	Denen Date: UIIILET



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008 Current language:
Regular members who can prove they were unable to work because of illness or aisability, due regard shall be given to the good faith involved
Proposed language:
Regular members who can prove they were unable to work because of illness or disability. In examining the
because of illness or disability. In examining the
circumstances of each particular case, the period shall be
until the member is returned to a paystatus, the goday
pened would then begin. All dues would still be required
to be paid prior to any upcoming nominations to be considered in good standing.
Reason for change:
To actually excuse proven major illness/disability
To actually excuse proven major illness/disability related issues instead of allowing this as the only
potion in this section to still require consideration.
AS well as grant the member the opportunity
to realistically catch up on dues when they are pack in good peatin and can pay them.
IXICK III GOOD FRANTI WING (AI) PROJULINI.
Name: Tapice Spencer Local: 318 Signature: Queer pencer Date: 4/12/24

Deadline for Submission is June 20, 2024

Please supply documentation if available, which supports the need for the proposed change.

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Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local 🗸	Mail or fax to: NPMHU
Article to be amended:	2024 National Convention
Article: 5 Section: 2*3 Paragraph: 5 1 Page #: 42	815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language:	
case due regard shall be given to the good faith inv	olved.
Section 3. A retired member shall not be deemed to at the calling unless qualified under Section 2,	
No person who has been debarred by a	LOCAL Union after
Proposed language:	
cast, due regard shall be given to the good forth	involved.
E. A refired member shall not be deemed working at the Calling unless qualified un	to have been der section 2, B or
Cabove.	
Section 3. No person who has been debaned by a	Local Union after
Reason for change:	
The retired member portion relates ma at the calling "language in Section 2.	he to "Working
at the calling " language in Section 2.	9
Jame: Tanice Gooder Local: 318 Signature: Qual O	eenen Data (a/11/24



Constitution to be changed: Article to be amended: Article: VI Section: I	National Paragraph:	Local Page #:	Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
The Judges of Co Haire Bokes f	liotion sha rise to an	u kent to	ivo USPS Post n.
Proposed language: The fulges of a pation to ken Affine Boxes	Election, it one of prior to a	shall he two to my elec	ane the 15P5 Post tion:
Reason for change: In Local 318 9 with the P.S. E with the Part with the Part	here was sox used f red mails to then he trags here any	alst of or nome. that the hissense did not es alway issees!	Confusioned mations the members sent they were go to the for plane to Ho his would give
Name: Touce websel L. Please supply documentation if	ocal 3/8 Signatu available, which s		for the proposed change.



Constitution to be changed: National Local Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language:
A. Subsequent-to nominations and the printing of the ballots, but at least forty-five L45) days prize
Proposed language:
A. Subsequent to nominations and the printing of the bauots, but at least thirty (30) days prior
Reason for change:
Forty-fire (45) days is too long to run on election and it even courses aclays in rerun andlor run-off elections.
Name: Sharman Johns Local: 38 Signature: Man Date: 6-11-24



Constitution to be changed: National Local	Mail or fax to: NPMHU
Article to be amended:	2024 National Convention 815 16th Street NW, Suite 5100
Article: V Section: 7 Paragraph: C Page #: 47	Washington, DC 20006 FAX: 202-833-0008
Current language:	
At the deadline-for the receipt of ballots, all	ballots must
be picked un from the USPS Post Office Ray	by the Trades
of Election in the presence of the observers	in solution
The presence of the or	•
Proposed language:	
At the deadline for the receipt of ballots, all	la // to at lea
picked up from the USPS Post Office Box by	16. T das 1
Itlastica in the access of the slower T	D 1 1
Election in the presence of the observers. I	Tho observers
are present at the deadline for the receipt o	Norlow, The
Picking up of the ballots will proceed,	
Reason for change:	
Reason for Change.	
This change will guarantee that the	ballots can
be picked up if there are not an	ny observers
the state of the s	thank the
present or available at time of pick	/ William Ital
of a protest.	
Name: Ron Nordy Co Local: 318 Signature:	Date: 6-12-2024
Please supply documentation if available, which supports the need	for the proposed change.



Constitution to be changed: National Local	Mail or fax to: NPMHU		
Article to be amended:	2024 National Convention 815 16th Street NW, Suite 5100		
Article: VI Section: 7 Paragraph: Page #: 47	Washington, DC 20006 FAX: 202-833-0008		
Current language:			
The Judges of Election shall thereafter proce Count the bullots as follows, in the presence	ed to checkand		
Count the bullots as follows, in the presence	of the observers:		
Proposed language:			
The Judges of Election shall thereafter proceed to	check and count		
the ballots as follows, in the presence of	the ballots as follows, in the presence of the observers		
if no observers are present at the deadline for the checking and			
counting the ballots, the checking and counting of the ballots			
will proceed):			
Reason for change:			
of ballots can proceed if there a	is and counting		
proceed it there are no observers			
present or available at the time o	t checking & counting		
without fear of a protost.			
Name: Nordy Co Local: 318 Signature:	Date:		
Please supply documentation if available, which supports the need	for the proposed change		



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local Article to be amended:	Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006
Article: U Section: U Paragraph: 1 Page #: 48	FAX: 202-833-0008
Current language:	
Protests regarding the conduct of the election shall	bt filted by a member
Protests regarding the conduct of the election shall in good standing with the National President by	Ponvandina a copy
of such protests to the National President within	n Aftern 115 days
from the posting of the results of the ele	Ction
() and the position of the same of the sa	
Proposed language:	
Protests regarding the conduct of the election shall to	r filed by a member
in a good standing with the National President by for	warding a cupy of
Protests regarding the conduct of the election shall be in a good standing with the National President by for such protests to the National President within fiftee posting of the results of the election. When protest	en (15 days from the
posting of the results of the election, when profe	H are received by the
- 1	4 (18) N 11 1 19 1 (11 11 11 11 11 14 14 14 14 1
and given the apportunity to address all allegation	1)S 11(1)11VIACA 101
said protest before an decision is rendered.	
Reason for change:	A
HAHOWING INTINDERS THAT DROTTESTS WE filted on	or involved in,
Allowing members that protests are filed on the opportunity to answer to the altegation are	d possibly clarify
the issue prior to a decision being rende	ered against or
the issue prior to a decision being rende involving them, which they will then have	to file an appeal
on the decision.	,
Name: MNICE SPENCY Local: 318 Signature: Janee J	penen_ Date: 4/12/24

Deadline for Submission is June 20, 2024



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local National NPMHU Article to be amended: Article: Section: 3 Paragraph: 1 Page #: 49 Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008
Current language: A member on leave from the Postal Service for whatever reason, e.g. LWOP and disciplinary suspension, is not relieved of his/ner obligation to pay alues.
Proposed language: A member on leave from the Postal Service for whatever reason, e.g. Lwop and disciplinary suspension, is not relieved of his ner obligation to pay dues, except for reasons buttined in Article 5, Sections 1 and 2.
Reason for change: To make other that there are specified reasons when there are exceptions to this requirement.
Name: Janice Spercer Local: 318 Signature: Quice Pences Date: 10/12/24

Deadline for Submission is June 20, 2024



Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local Mail or fax to: NPMHU 2024 National Convention 815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008		
Seal the larger, fastage prepaid envelope addressed to the Local Union Judges of Election and deposit it in the U.S. Mailso that your ballot(s) will be received at the fost Office Box no later than P.M. on Tinsert date		
Proposed language: Seal the larger Postal prepaid envelope addressed to the Local Union Judges of Election and deposit it in the U.S. Mail so that your ballot(s) will be received at the Post Office Box no later than Insert time) The member ballot to the Judges of Election by registered, Certified, priority, or express mail through the U.S. Postal Service. The member will bear the burden of the extra Cost.		
Reason for change: This Change will allow members to track their ballots it that is their wish. Name: Shankelia Contra Box Local: 318 Signature Man Parlin Condox-Down Date: 6-11-2024		

Deadline for Submission is June 20, 2024



Proposed Amendment to the 2024

National / Uniform Local Union Constitution

Constitution to be changed: National 🗾 Local	Mail or fax to: NPMHU
Article to be amended:	2024 National Convention 815 16th Street NW, Suite 5100
Article: XII Section: 4 Paragraph: 2 Page #: 15	Washington, DC 20006 FAX: 202-833-0008
Current language: All Local Union Presidents shall be delegates of their Local Union to any National Convention which may take place during their term of a When serving as a delegate under this paragraph, the Local Presidemay not vote in officer elections at the National Convention unless, the most recent election of Local Union officers, the notices to regulate members and/or ballots stated that by virtue of his/her election as Local Union of Vice President, the officer is automatically a Local Union	office. ent during er
Proposed language:	
All Local and Branch Union Presidents shall be delegates of their Local National Convention which may take place during their term of office under this paragraph, the Branch and Local President may not vote Convention unless, during the most recent election of Local and Bra regular members and/or ballots stated that by virtue of his/her election President, the officer is automatically a Local Union delegate or alter to all Conventions of this Union conducted during the term of office.	e. When serving as a delegate in officer elections at the National nch Union officers, the notices to on as Local, Vice or Branch
Reason for change:	
When a Mail Handler from a small branch office is nominated they a and the votes are simply not there no matter how much campaigning have unique problems that the larger facilities do not. The information attendance would be more informative than the general items passe from the larger facilities. The Branch Presidents can disseminate the	g they do. The smaller branches in gleaned by a Branch Presidents ed on from the representatives
Name: Joel Wolter Local: 321 Signature: Please supply documentation if available, which supports the	Date: 5/20/2020

Deadline for Submission is June 20, 2024

1/1



Constitution to be changed: National 🗸 Local	Mail or fax to: NPMHU	
Article to be amended:	2024 National Convention	
	815 16th Street NW, Suite 5100 Washington, DC 20006	
Article: 9 Section: 1 Paragraph: 1 Page #: 24	FAX: 202-833-0008	
Comment 1		
Current language: Employees with career appointments before February 15, 2013 shall be		
paid and earn step increases according to the rates and waiting periods		
described in Section 9.2A and outlined in Table One.		
Employees with career appointments on or after February 15, 2013 sha	II	
be paid and earn step increases according to the rates and waiting peri-	ods	
described in Section 9.2B and outlined in Table Two		
Proposed language:		
Employees with career appointments shall be		
paid and earn step increases according to the rates and waiting periods	;	
described in Section 9.2A.		
(I.E. All, particularly those whose total years of service exceeds five {5}	or more years)	
Reason for change:		
According to the U.S. Bureau of Labor Statistics, the median weekly ear	rnings for full-time wage and	
salary workers in 2023 salary in Q4 of 2023 was \$59,384. Career employed	yees that were hired previous	
to the creation of Mail Handler Assistants in 2013 were in an hiring hold		
years and have been adversely affected in terms of fair wages, benefits		
Pending Congressional Legislation such as the Federal Retirement Fair	-	
to remedy the hardships, fair compensation, wages and retirement that should have been justly		
afforded to employees whose total years of employment do not count towards years of service.		
https://www.bls.gov/news.release/wkyeng.t01.htm https://www.bls.gov/news.release/wkyeng.nr0.htm		
Tittps://www.bis.gov/fiews.release/wkyerig.filo.fillfi		
Name: Eric A. Atkins Local: 329 Signature:	Date: 4/18/24	
Please supply documentation if available, which supports the ne	ed for the proposed change.	

FAX COVERSHEET

TO: NPMHU 21	024 National Cor	nvention
FAX NUMBER: 202 - 8	33-000 8 PAGES: 3	COVERSHEET)
	DATE: <i>L/1</i>	
should be mailed pulled this for Local 321 Stewards is form to the	Damian	ours home. In 6/18/2024.
FAX NUMBER:		
FAX NUMBER:	5-0227	

Mail or fax to:



National Postal Mail Handlers Union

(Constitution to be changed: National Local Local	Mail or fax to: NPMHU	
	Article to be amended:	2024 National Convention	
	Article: 8, 7 Section: D Paragraph: 2 Page #: 21	815 16th Street NW, Suite 5100 Washington, DC 20006 FAX: 202-833-0008	
	Current language: It additional employees are still needed after application of the above, the Employees are still needed after application of the above, the Employees Shall assign other employees as needed. To the extent practicable, an effort will be made to schedule available (on the duty at the time the selection of employees for overtime is made) a qualified mail handlor Assistants/and or part-time their ble employees for such work prior to requiring full time employees not proposed language: on the overtime Desired list. There should be something like give the mha 8		
	hours for a work day some where in	here,	
	Reason for change:		
	management is giving mha's 4 hours week we are losing mha's left and say they can't afford to work f	d right they or the usps	
	with just 30 hours a week I but they should utilize the work	Know the guarantorce.	
	Name: Annette Damian Local: 321 Signature: Ola	MIQN Date: 6/18/2024	
	Please supply documentation if available, which supports the no	eed for the proposed change.	

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National Postal Mail Handlers Union

Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National Local Local	Mail or fax to: NPMHU	
Article to be amended:	2024 National Convention 815 16th Street NW, Suite 5100	
Article: 11 Section: 1 Paragraph: Page #: 38	Washington, DC 20006 FAX: 202-833-0008	
Current language:		
Full time regulars have 11 Holidays a have le.	observed, mha's	
Proposed language:	,	
MHA'S should have the same Holidays when a Full time regular is mandated to work 8 hours		
the mha should be working 8.		
er a		
Reason for change:		
Due to management makes the MHF	3 Charge thier	
day's off due to the holiday and to work. If a regular is mandate	they are made	
to work. If a regular is mandate	d to mork &	
hours why are mhas only forced	to work lei	
Name: Oneth Dami an Local: 30 Signature:	man Date: 6/18/205	