



**REPORT OF THE  
CONSTITUTION COMMITTEE**

**REPORT**

**OF THE**

**CONSTITUTION COMMITTEE**

**TO THE**

**2024 NPMHU NATIONAL CONVENTION**



**REPORT**  
**OF THE**  
**CONSTITUTION COMMITTEE**  
**TO THE**  
**2024 NPMHU NATIONAL CONVENTION**

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

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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.



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

none

Proposed language:

Adding new section to ARTICLE X National Executive Board Duties and Powers  
Section 5. At least quarterly, the National Executive Board of this Union shall review and formally vote on all disbursements of the National Union since its last vote on disbursements. This vote on disbursements shall be recorded in the National Executive Board minutes.

Reason for change:

This suggested change memorializes a current practice. Formal National Executive Board votes on disbursements are recorded in the National Executive Board minutes.

This mirrors current language in the Uniform Local Union Constitution,  
ARTICLE IV - Officers, Section 6.

Executive Board (I) "At least quarterly, the Executive Board of the Local Union shall review and formally vote on all disbursements of the Local Union since its last vote on disbursements. This vote on disbursements shall be recorded in the Executive Board minutes."

Name:  Local:  Signature:  Date: 6/18/24

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
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 shall be filled by a majority vote of the Local Union Council.

Reason for change:

The entire council should be able to make this important decision and not leave it in the hands of just the executive board wich may onstist of 2-6 people. This would be fairer

Name:  Local:  Signature: *Alberta Prieto* Date:

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

**Deadline for Submission is June 20, 2024**





# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

After the judges of election have promptly determined whether or not each candidate is qualified, they shall issue their report and shall provide each candidate with a copy.

Proposed language:

After the judges of election have promptly determined whether or not each candidate is qualified, they shall issue their report and shall provide each candidate with a copy." THE REPORT SHALL DETAIL ELIGIBLE CANDIDATES AND THE POSITIONS TO WHICH THEY ARE QUALIFIED TO RUN FOR."

Reason for change:

This makes the nominations and election process more transparent. If one is able to nominate themselves by mail, the candidate should be notified of the nominations who was nominated for what position.

Name:  Local:  Signature: *Alberta A. Prieto* Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article: **IV** Section: **4** Paragraph: **c1** Page #: **47**

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

None

Proposed language:

Candidates and or observers who are present for the collecting and counting of ballots may submit their ballot to the judges in the postage paid envelope at that time.

Reason for change:

This guarantees that the candidate and or observers can submit their vote for themselves and have it counted.  
The USPS letter service has been dwindling as during the last officer election in Local 300 there were at least 25 ballots that were mailed more than 30 days prior to the the due date that never made it to the PO Box. Those votes were not counted. There were at least 5 candidates at the count whose ballot was not received. This is important when a win or loss can be determined by 1 vote.

Name: **Alberta Prieto** Local: **300** Signature: *Alberta Prieto* Date: 2/22/24

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

**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,

A handwritten signature in black ink, appearing to read "Sean M. Sweeney", with a long, sweeping horizontal stroke extending to the right.

Sean M. Sweeney  
Local 301, Branch 103  
National Postal Mail Handlers Union  
LiUNA, AFL-CIO

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**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.***



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article: **XIV** Section: **3** Paragraph: **1** Page #: **19**

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

Section 3. The dues of all regular members shall be twenty-eight dollars (\$28.00) per member per pay period.

Proposed language:

Section 3. The dues of all regular members shall be thirty-one dollars (\$31.00) per member per pay period. With a max. of \$ 35.00.

Reason for change:

We must keep it affordable and reasonable so everyone will join.

Name: **Eric B. Schneider** Local: **303** Signature: *Eric B. Schneider* Date: *03/17/2024*

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article: **XIV** Section: **3** Paragraph: **1** Page #: **19**

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

Section 3. The dues of all regular members shall be twenty-eight dollars (\$28.00) per member per pay period.

Proposed language:

Section 3. The dues of all regular members shall be thirty-one dollars (\$31.00) per member per pay period. With a max. of \$ 35.00.  
  
Section 3 A. The dues of all MHA's shall be thirty-dollars (\$30.00) per member per pay period. With a max. of \$ 30.00.  
  
Once converted dues can increase like regular members.

Reason for change:

We must keep it affordable and reasonable so everyone will join.

Name: **Eric B. Schneider** Local: **303** Signature: *[Handwritten Signature]* Date: **03/17/2024**

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union Local 306

Division of LIUNA, AFL-CIO

Branch 8  
3426 W Grimson Ave.  
Peoria, IL 61615-3705

## EXECUTIVE BOARD

JUNE HARRIS  
President

GREGORY D. NEWSOME  
Vice President

TANISHA L. RUTH  
Treasurer

KITWANA STEWART  
Recording Secretary

MANUEL LAZU  
IL State Board

MAX C. REHBEIN  
WI State Board

NPMHU 2024 National Convention  
815 16<sup>th</sup> Street NW, Suite 5100  
Washington, DC 20006

Dear Sir or Madam:

## BRANCH PRESIDENTS

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

KYLE JOHNSON  
Chicago IMSC

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

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.





# 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  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Article to be amended:

Article: **XIV** Section: **3** Paragraph:  Page #: **19-20**

Current language:

PLEASE SEE ATTACHED FOR PROPOSED AMENDMENT TO ARTICLE XIV SECTION 3

Proposed language:

PLEASE SEE ATTACHED FOR PROPOSED AMENDMENT TO ARTICLE XIV SECTION 3

Reason for change:

THIS PROPOSED CHANGE WILL ENSURE ALL REGULAR MEMBERS PAY AN EQUAL RATE AT THE APPLICABLE PAY RATE, STEP AND GRADE.

Name: **DEREK DOUGLASS** Local: **307** Signature: *[Signature]* Date: **4.15.2024**

Please supply documentation if available, which supports the need 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, there shall 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



**TABLE 1 FTR MAIL HANDLERS**

STEP	LEVEL 4	BI WEEKLY DUES	YEARLY DUES	LEVEL 5	BI WEEKLY DUES	YEARLY DUES
A	26.3	1.5 39.45	1025.7	27.15	1.5 40.725	1058.85
B	29.33	1.5 43.995	1143.87	30.39	1.5 45.585	1185.21
C	30.76	1.5 46.14	1199.64	31.8	1.5 47.7	1240.2
D	32.87	1.5 49.305	1281.93	33.28	1.5 49.92	1297.92
E	33.04	1.5 49.56	1288.56	33.46	1.5 50.19	1304.94
F	33.21	1.5 49.815	1295.19	33.65	1.5 50.475	1312.35
G	33.38	1.5 50.07	1301.82	33.83	1.5 50.745	1319.37
H	33.55	1.5 50.325	1308.45	34.02	1.5 51.03	1326.78
I	33.72	1.5 50.58	1315.08	34.2	1.5 51.3	1333.8
J	33.89	1.5 50.835	1321.71	34.38	1.5 51.57	1340.82
K	34.06	1.5 51.09	1328.34	34.57	1.5 51.855	1348.23
L	34.23	1.5 51.345	1334.97	34.75	1.5 52.125	1355.25
M	34.4	1.5 51.6	1341.6	34.94	1.5 52.41	1362.66
N	34.58	1.5 51.87	1348.62	35.12	1.5 52.68	1369.68
O	34.75	1.5 52.125	1355.25	35.3	1.5 52.95	1376.7
P	34.92	1.5 52.38	1361.88	35.49	1.5 53.235	1384.11

*Submitted by: Delegate Derek Douglass of Local 307*

TABLE 2 MAIL HANDLERS

STEP	LEVEL 4	BI WEEKLY DUES	YEARLY DUES	LEVEL 5	BI WEEKLY DUES	YEARLY DUES
AA	21.13	1.5 31.695	824.07	21.91	1.5 32.865	854.49
AA	22.01	1.5 33.015	858.39	22.78	1.5 34.17	888.42
B	22.68	1.5 34.02	884.52	23.43	1.5 35.145	913.77
C	23.55	1.5 35.325	918.45	24.29	1.5 36.435	947.31
D	24.43	1.5 36.645	952.77	25.15	1.5 37.725	980.85
E	25.3	1.5 37.95	986.7	26.01	1.5 39.015	1014.39
F	26.18	1.5 39.27	1021.02	26.87	1.5 40.305	1047.93
G	27.05	1.5 40.575	1054.95	27.73	1.5 41.595	1081.47
H	27.92	1.5 41.88	1088.88	28.59	1.5 42.885	1115.01
I	28.8	1.5 43.2	1123.2	29.46	1.5 44.19	1148.94
J	29.67	1.5 44.505	1157.13	30.32	1.5 45.48	1182.48
K	30.55	1.5 45.825	1191.45	31.18	1.5 46.77	1216.02
L	31.42	1.5 47.13	1225.38	32.04	1.5 48.06	1249.56
M	32.39	1.5 48.585	1263.21	32.9	1.5 49.35	1283.1
N	33.17	1.5 49.755	1293.63	33.76	1.5 50.64	1316.64
O	34.05	1.5 51.075	1327.95	34.63	1.5 51.945	1350.57
P	34.92	1.5 52.38	1361.88	35.49	1.5 53.235	1384.11

FTF	BI WEEKLY DUES	YEARLY DUES
20.3	1.5 30.39	790.14
MHA	BI WEEKLY DUES	YEARLY DUES
18.6	1.5 27.93	726.18
19.1	1.5 28.68	745.68

*Submitted by: Delegate Derek Douglass of Local 307*



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024

## National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article: **XII** Section: **3** Paragraph: **2** Page #: **15**

Mail or fax to:  
NPMHU  
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 any National Convention which may take place during their term of office. When serving as a delegate under this paragraph, the Local President may not vote in officer elections at the National Convention unless, during the most recent election of Local Union officers, the notices to regular members and/or ballots stated that by virtue of his/her election as Local President or Vice President, the officer is automatically a Local Union delegate or alternate delegate (for the President) to all Conventions of this Union conducted during the term of office.

Proposed language:

All Local Union Presidents AND LOCAL UNION ELECTED OFFICIALS shall be delegates of their Local Union to any National Convention which may take place during their term of office. When serving as a delegate under this paragraph, the Local President AND LOCAL ELECTED OFFICIALS may not vote in officer elections at the National Convention unless, during the most recent election of Local Union officers, the notices to regular members and/or ballots stated that by virtue of his/her election as Local President, Vice President, OR LOCAL ELECTED OFFICIALS the officerS ARE automatically a Local Union delegate or alternate delegate (for the President) to all Conventions of this Union conducted during the term of office. IN THE EVENT THE LOCAL UNION COUNCIL SELECTS TO SEND LESS THAN THE AMOUNT OF LOCAL ELECTED OFFICIALS, THE ELECTED OFFICIALS WILL BE SELECTED BASED ON RANK ( L.PRES,VP,SEC,TR,SEB,BP)

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.

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

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

In addition, members working in or detailed to a supervisory or managerial position with the Postal Service, the USPS office of Inspector General, or the Postal Inspection Service shall be prohibited from representing this National Union or its membership in any capacity for a period of two years following such employment.

Proposed language:

In addition, members working in or detailed to a supervisory or managerial position with the Post Service, the USPS office of Inspector General, or the Postal Inspection Service, shall be prohibited from representing this National Union or its membership in any capacity for a period of four (4) years following such employment.

Reason for change:

To ensure that any member servicing as an officer or Union Representative has no intention to return to a management position or EAS status.

Name:  Local:  Signature: Charles J. Franklin Jr. Date: 6-20-24

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024

## National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended: Intro

Article:  Section:  Paragraph:  Page #:

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 8-11, 2022  
Additions or revisions made by the delegates attending the  
NPMHU's 2020 National Convention in August 2022 are set forth  
in bold print.

Proposed language:

As amended by The National Convention August **19-23**, 2024  
Additions or revisions made by the delegates attending the  
NPMHU's **2024** National Convention in August **2024** are set  
forth in bold print

Reason for change:

The correction of the year & date the convention  
is occurring.

Name:  Local:  Signature: Janice Spencer Date: 6/10/24

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

*She/He or Her/Him throughout the Constitution.*

Proposed language:

*To add Gender Neutral pronouns they/their everywhere she/he or her/him is annotated in the Constitution.*

Reason for change:

*To be cognizant of the changes in today's world and inclusive of everyone in today's society.*

Name: Joyce Weber Local: 318 Signature: *Joyce Weber* Date: 6/10/24

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

**Deadline for Submission is June 20, 2024**





# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

*This union shall seek to achieve a safer and healthier work environment and better working conditions for postal employees.*

Proposed language:

*This union shall seek to achieve a safer, ergonomic, and healthier work environment and better working conditions for postal employees.*

Reason for change:

*As the postal service embarks on the future implementing and creating a more ergonomic work environment promotes the health and well-being of the employees, while also improving productivity and reducing the risk of MSDs.*

Name:  Local:  Signature: *[Signature]* Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

An individual Shall Obtain regular membership in this Union by executing and Subm. ting to this Union or a Local Union thereof an Application for membership or a dues deduction authorization form and by making at least one full payment of dues.

Proposed language:

An individual Shall obtain regular membership in this Union by executing and Subm. ting to this Union or a Local Union thereof an Application for membership or a dues deduction authorization form and by making at least one full payment of dues, which will appear on the dues Check off report.

Reason for change:

To make Clear to the members that their first full payment of dues must appear on the dues Check off report before they are Considered members.

Name:  Local:  Signature:  Date: 6-11-2024

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

It shall be the duty of all members to faithfully abide by this Constitution and the rules and regulations of this Union, to uphold and defend the rights of every other member under this Constitution and to aid and support enforcement of the duties of every other member under this Constitution, and to support the ....

Proposed language:

It is the duty of all members to faithfully abide by this Constitution and the rules and regulations of this Union, to uphold and defend the rights of every other member under this Constitution and to aid and support enforcement of the duties of every other member under this Constitution, and to support the enforcement of, and maintain the ...

Reason for change:

Coinciding with proposal for Local Article 3, Section 4, page 33. More affirmative language and speaks to members current duty.

Name:  Local:  Signature:  Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024

## National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:   Section:   Paragraph:   Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

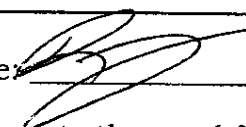
All regular members in good standing shall have equal rights and privileges in this Union and every member shall have the right, subject to the provisions of this Constitution, to nominate candidates, to run for office, to support candidates of their choosing without fear of reprisals, to vote in elections and referenda, to attend membership meetings of his or her Local Union, to express any views, arguments, or opinions, to meet and assemble freely with other members...

Proposed language:

All regular members in good standing shall have equal rights and privileges in this Union and every member shall have the right, subject to the provisions of this constitution, to nominate candidates, to run for office, to support candidates of their choosing without fear of reprisal, to vote in elections and referenda, to attend membership meetings of his or her Local Union, to professionally and respectfully express any views, arguments, or opinions, to meet and assemble freely with other members, and to participate in the discussions, deliberations, and voting upon the business of membership meetings; provided however that only working members employed by the Postal Service or any other employer with operations directly or indirectly related to postal and mail handling operations may nominate or vote for Union officers or delegates.

Reason for change:

All members and officer should conduct themselves in a manner that treats everyone else with dignity and respect. No one should yell, swear, or attempt to intimidate or belittle any member or officer of this Union

Name:  Ron Nandyke  Local:  318  Signature:   Date:  6-10-2024

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

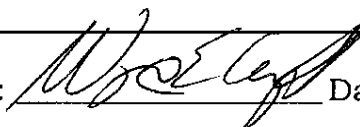
*The other officials of this Union shall be five (5) Regional Vice Presidents.*

Proposed language:

*The other officials of this union shall be five (5) Regional vice presidents. The five (5) regions are: Eastern Region, Northeastern Region, Southern Region, Central Region, Western Region.*

Reason for change:

*To better explain what regions are.*

Name:  Local:  Signature:  Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024

## National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

ANY OFFICER OR OTHER UNION REPRESENTATIVE WHO APPLIES FOR OR ACCEPTS, FOR ANY PERIOD OF TIME, A SUPERVISORY OR MANAGEMENT POSITION WITH THE POSTAL SERVICE (INCLUDING ANY EAS POSITION INVOLVED IN DISCIPLINE OF EMPLOYEES OR APPLICATION OF THE NATIONAL AGREEMENT) OR WITH THE USPS OFFICE OF INSPECTOR GENERAL OR THE POSTAL INSPECTION SERVICE SHALL IMMEDIATELY RESIGN HIS/HER POSITION WITH THE UNION AND, FAILING TO DO SO, THE POSITION SHALL BE DECLARED TO BE VACANT. IN ADDITION, MEMBERS WORKING IN OR DETACHED TO A SUPERVISORY OR MANAGERIAL POSITION WITH THE POSTAL SERVICE, THE USPS OFFICE OF INSPECTOR GENERAL, OR THE POSTAL INSPECTION SERVICE SHALL BE PROHIBITED FROM REPRESENTING THIS NATIONAL UNION OR ITS MEMBERSHIP IN ANY CAPACITY FOR A PERIOD OF TWO YEARS FOLLOWING SUCH EMPLOYMENT.

Proposed language:

ANY OFFICER OR OTHER UNION REPRESENTATIVE WHO APPLIES FOR OR ACCEPTS, FOR ANY PERIOD OF TIME, A SUPERVISOR OR MANAGEMENT POSITION WITH THE POSTAL SERVICE (INCLUDING ANY EAS POSITION INVOLVED IN DISCIPLINE OF EMPLOYEES OR APPLICATION OF THE NATIONAL AGREEMENT) OR WITH THE USPS OFFICE OF INSPECTOR GENERAL OR THE POSTAL INSPECTION SERVICE SHALL IMMEDIATELY RESIGN HIS/HER POSITION WITH THE UNION AND, FAILING TO DO SO, THE POSITION SHALL BE DECLARED TO BE VACANT. IN ADDITION, MEMBERS WORKING IN OR DETACHED TO A SUPERVISORY OR MANAGERIAL POSITION WITH THE POSTAL SERVICE, THE USPS OFFICE OF THE INSPECTOR GENERAL, OR THE POSTAL INSPECTION SERVICE SHALL BE PROHIBITED FROM REPRESENTING THIS NATIONAL UNION OR ITS MEMBERSHIP IN ANY CAPACITY FOR A PERIOD OF FOUR YEARS FOLLOWING SUCH EMPLOYMENT.

Reason for change:

TWO YEARS IS NOT ENOUGH TO ALLOWED THEM TO REPRESENT THE MAIL HANDLER CRAFT. TWO YEARS IS A SLAP TO ENTIRE CRAFT.

Name:  Local:  Signature: Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

... and shall have authority to settle and determine all grievances and disputes submitted for resolution. Actions and decisions of the National President shall be appealable to the National Executive Board in accordance with Article XVIII of this Constitution.

Proposed language:

... and shall have authority to settle and determine all grievances and disputes submitted for resolution. When protests/charges are filed involving members, the National President shall contact all parties named in said charge/protest and give them the opportunity to address all allegations mentioned in said protest before any decision 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 the opportunity to answer to the allegation and possibly clarify the issue prior to a decision being rendered against or involving them and then having to appeal the decision.

Name:  Local:  Signature: Janice Spencer Date: 6/12/24

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

**Deadline for Submission is June 20, 2024**



# 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  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Article to be amended:

Article:  VIII  Section:  1  2 Paragraph:  Page #:  8  9

Current language:

The National Secretary-Treasurer shall be required to review and approve or disapprove the expenses of the National President.

Proposed language:

The National Secretary-Treasurer, with the approval of the National Executive Board shall be required to review and approve or disapprove the expenses of the National President.

Reason for change:

The check and balance process will be strengthened by this added language.

Name:  Lynden Clarke  Local:  318  Signature: Lynden Clarke Date: 6/10/24

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

**Deadline for Submission is June 20, 2024**





# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
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 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 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 continuous good standing for a period of four (4) 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-year period.

Reason for change:

To remain consistent with proposed requirement submitted on page 7 Section 8 (Article VI officers) submitted by this Local.

Name:  Local:  Signature Janice Spencer Date: 6/10/24

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

..... All ballots returned by eligible voters to the secure location determined by the AAA or by another similar organization within 45 days after the initial mailing shall be counted by the AAA or by another similar organization.

Proposed language:

..... All ballots returned by eligible voters to the secure location determined by the AAA or by another similar organization within 30 days after the initial mailing shall be counted by the AAA or by another similar organization.

Reason for change:

Forty-five (45) days is too long to run an election and it even causes delay in rerun and/or run-off elections.

Name:  Local:  Signature: Shawn Jones Date: 6-11-24

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

**Deadline for Submission is June 20, 2024**



# 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  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Article to be amended:

Article:  I Section:  5 Paragraph:  A Page #:  13

Current language:

No Union funds shall be expended, directly or indirectly, to promote or oppose any candidate for Union office. No Union facilities, equipment, stationery, supplies, or the seal and insignia of the National Union or any Local modification thereof may be used to further any candidacy.

Proposed language:

No Union funds shall be expended, directly or indirectly, to promote or oppose any candidate for Union office. No Union facilities, equipment, stationery, supplies, or the seal and insignia (and/or any part of) the National Union or Local modification thereof may be used to further any candidacy.

Reason for change:

Any use of any part of the National or Local Union Logo could/would give a candidate ~~any~~ an unfair advantage

Name:  Local:  Signature: Date:

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

**Deadline for Submission is June 20, 2024**



# 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  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Article to be amended:

Article:  XII  Section:  1  2 Paragraph:  1  2 Page #:  14  17

Current language:

*At least (90) days prior to the National Convention  
a call shall issue from the National  
Secretary Treasurer to each Local Union.....*

Proposed language:

*At least (90) days prior to the National Convention  
a call shall be issued from the National  
Secretary Treasurer to each Local Union.....*

Reason for change:

*Purely a cosmetic / grammatical change.*

Name:  JOYCE WEBER  Local:  318  Signature: *Joyce Weber* Date: *6/10/24*

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## 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  
FAX: 202-833-0008

Article:  Section:  Paragraph:  Page #:

Current language:

*The "Mail Handler" shall be the official publication of this Union. Regular members of this Union shall be mailed "the Mail Handler" on a quarterly basis.*

Proposed language:

*The "Mail Handler" shall be the official publication of this Union. Regular members of this Union shall be mailed "the Mail Handler" on a semiannual basis.*

Reason for change:

*Cost saving measures.*

Names:  Local:  Signature: *Jodie Weber* Date:

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

**Deadline for Submission is June 20, 2024**



# 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  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Current language:

The object of this Local Union shall be to Unite for their own advancement and betterment, and for the advancement of the United states Postal Service, all postal mail handlers

Proposed language:

The object of this Local Union shall be to unite for their own advancement and betterment, and for the advancement of the United States Postal Service, all Postal Mail Handlers

Reason for change:

The words Mail and Handlers need to be Capitalize.

Name:  Local:  Signature: Lynden Clarke Date: 6/11/24

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

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 a manner which will enhance, conserve, and protect the interest of the National Postal Mail Handlers Union, and its affiliates and members.

Proposed language:

This Local Union shall conduct its affairs in a manner which will advance, enhance, conserve, and protect the interest of the National Postal Mail Handlers Union, and its affiliates and members

Reason for change:

Advance means to move forward. Enhance means to improve or augment. The Union is moving the interests of the Mail Handler Craft forward.

Name:  Local:  Signature: Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current 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, and by otherwise meeting the qualifications for membership.

Proposed 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 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:  Local:  Signature:  Date:

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

**Deadline for Submission is June 20, 2024**





# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

It shall be the duty of all members of this Local Union to abide by the Constitution of this Local Union, of the National Postal Mail Handlers Union, and of LIUNA to the extent that is applicable.

Proposed language:

It is the duty of all members of this Local Union to abide by the Constitution of this Local Union, of the National Postal Mail Handlers Union, and of LIUNA to the extent that is applicable.

Reason for change:

More affirmative and speaks to members current duty.

Name:  Local:  Signature: Janice Spencer Date: 6/11/24

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024

## National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  IV  Section:  III  Paragraph:  2nd  Page #:  36

Mail or fax to:  
NPMHU  
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 as a steward within two years of working in or being detailed to a supervisory or management position with the Postal Service, the USPS office of Inspector General, or the Postal Inspection Service; an exception however, may be made in unusual circumstances at the discretion of the Local President.

Proposed language:

Normally, a member may not be appointed as a steward within four years of working in or being detailed to a supervisory or management position with the Postal Service, the USPS office of Inspector General, or the Postal Inspection Service; an exception, however, may be made in unusual circumstances at the discretion of the Local President.

Reason for change:

To be consistent with the other changes from 2 years to 4 years in the National and local uniform Constitution.

Name:  Lynden Clarke  Local:  318  Signature: Lynden Clarke Date: 6/11/2024

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

S/he shall have the authority, when s/he deems it necessary between meetings of the local union Executive Board, to conduct a poll of the local union Executive Board by telephone, facsimile, electronic transmission, telegraph, or by mail.

Proposed language:

S/he shall have the authority, when s/he deems it necessary between meetings of the local union Executive Board, to conduct a poll of the local union Executive Board by telephone, by electronic communications, or by mail.

Reason for change:

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 National.

Name:  Local:  Signature:  Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  IV Section:  5 Paragraph:  E5 Page #:  39

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

*S/He shall be responsible for having monthly or quarterly labor-management ~~meetings~~ meetings with the local installation head and also shall be responsible for having regularly scheduled safety and health committee meetings.*

Proposed language:

*S/He shall be responsible for having monthly or quarterly labor management meetings with the local installation head and also shall be responsible for having regularly scheduled Local Dispute Resolution Committee (LDRC) meetings, safety and health committee meetings.*

Reason for change:

*To be more in line with contractual required meetings.*

Name:  WAYNE CAMPBELL Local:  318 Signature: *Wayne Campbell* Date: *6/11/2024*

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

Shall be required to have been in continuous good standing in the National Postal Mail Handler for a period of two years immediately prior to nomination and current in the payment of dues, and she cannot have been employed in or applied for a supervisory or managerial position with the Postal Service...

Proposed language:

Shall be required to have been in continuous good standing in the National Postal Mail Handler for a period of four years immediately prior to nomination and current in the payment of dues, and she cannot have been employed in or applied for a supervisory or managerial position with the Postal Service...

Reason for change:

To coincide with previous proposals of change to two year eligibility.

Name:  Local:  Signature:  Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

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 disability, 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 circumstances of each particular case, the period shall be until the member is returned to a pay status, the 90 day period 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 related issues instead of allowing this as the only option in this section to still require consideration. As well as grant the member the opportunity to realistically catch up on dues when they are back in good health and can pay them.

Name:  Local:  Signature:  Date:

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

**Deadline for Submission is June 20, 2024**



# 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  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Current language:

case, due regard shall be given to the good faith involved.  
**Section 3.** A retired member shall not be deemed to have been working at the calling unless qualified under Section 2, B or C (above).  
No person who has been debarred by a Local Union after..

Proposed language:

case, due regard shall be given to the good faith involved.  
**E.** A retired member shall not be deemed to have been working at the calling unless qualified under section 2, B or C above.  
**Section 3.** No person who has been debarred by a Local Union after..

Reason for change:

The retired member portion relates more to "working at the calling" language in Section 2.

Name:  Local:  Signature:  Date:

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

**Deadline for Submission is June 20, 2024**



# 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  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Article to be amended:

Article:  VI Section:  I Paragraph:  A Page #:  44

Current language:

*The Judges of Election shall sent two USPS Post office Boxes prior to any election.*

Proposed language:

*The Judges of Election shall have the option to sent one OR two USPS Post office Boxes prior to any election.*

Reason for change:

*In Local 318 there was a lot of confusion with the P.O. Box used for nominations. The certified & registered mail that the members sent in were returned to them because they were not signed for. The Judges did not go to the P.O. Box everyday. Nominations always came to HQ and there were never any issues. This would give the Judges the option.*

Name:  JOYCE WEBER Local:  318 Signature: *Joyce Weber* Date:  6/11/24

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

**Deadline for Submission is June 20, 2024**





# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

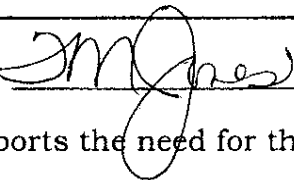
A. Subsequent to nominations and the printing of the ballots, but at least forty-five (45) days prior....

Proposed language:

A. Subsequent to nominations and the printing of the ballots, but at least thirty (30) days prior...

Reason for change:

Forty-five (45) days is too long to run an election and it even causes delays in rerun and/or run-off elections.

Name:  Local:  Signature:  Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:


At the deadline for the receipt of ballots, all ballots must be picked up from the USPS Post Office Box by the Judges of Election in the presence of the observers.

Proposed language:

At the deadline for the receipt of ballots, all ballots must be picked up from the USPS Post Office Box by the Judges of Election in the presence of the observers. If no observers are present at the deadline for the receipt of ballots, the picking up of the ballots will proceed.

Reason for change:

This change will guarantee that the ballots can be picked up if there are not any observers present or available at time of pick, without fear of a protest.

Name:  Local:  Signature:  Date: 6-12-2024

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

**Deadline for Submission is June 20, 2024**



# 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  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Current language:

The Judges of Election shall thereafter proceed to check and count the ballots 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 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:

This change will guarantee that checking and counting of ballots can proceed if there are no observers present or available at the time of checking & counting without fear of a protest.

Name:  Local:  Signature: Date: \_\_\_\_\_

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

Protests regarding the conduct of the election shall be filed by a member in good standing with the National President by forwarding a copy of such protests to the National President within fifteen (15) days from the posting of the results of the election.

Proposed language:

Protests regarding the conduct of the election shall be filed by a member in a good standing with the National President by forwarding a copy of such protests to the National President within fifteen (15) days from the posting of the results of the election. When protests are received by the National President all parties named in said protest shall be contacted and given the opportunity to address all allegations mentioned in said protest before any decision is rendered.

Reason for change:

Allowing members that protests are filed on or involved in, the opportunity to answer to the allegation and possibly clarify the issue prior to a decision being rendered against or involving them, which they will then have to file an appeal on the decision.

Name:  Local:  Signature:  Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

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/her obligation to pay dues.

Proposed language:

... A member on leave from the Postal Service for whatever reason, e.g. LWOP and disciplinary suspension, is not relieved of his/her obligation to pay dues, except for reasons outlined in Article 5, Sections 1 and 2.

Reason for change:

To make clear that there are specified reasons when there are exceptions to this requirement.

Name:  Local:  Signature: Janice Spencer Date: 6/12/24

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article: VI Section: 4 Paragraph: A1 Page #: 55  
#8

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language: Appendix A

Seal the larger, postage 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 \_\_\_\_\_ P.M. on \_\_\_\_\_ (insert time) (insert 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 \_\_\_\_\_ P.M. on \_\_\_\_\_ (insert time) (insert date). At the members option they may mail their 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 if that is their wish.

Name: Shanvelis Cordis-Alex Local: 318 Signature: [Signature] Date: 6-11-2024

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

**Deadline for Submission is June 20, 2024**



# 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  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Article to be amended:

Article:  Section:  Paragraph:  Page #:

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 office. When serving as a delegate under this paragraph, the Local President may not vote in officer elections at the National Convention unless, during the most recent election of Local Union officers, the notices to regular members and/or ballots stated that by virtue of his/her election as Local President or Vice President, the officer is automatically a Local Union

Proposed language:

All Local and Branch Union Presidents shall be delegates of their Local Union and Branches to any National Convention which may take place during their term of office. When serving as a delegate under this paragraph, the Branch and Local President may not vote in officer elections at the National Convention unless, during the most recent election of Local and Branch Union officers, the notices to regular members and/or ballots stated that by virtue of his/her election as Local, Vice or Branch President, the officer is automatically a Local Union delegate or alternate delegate (for the President) to all Conventions of this Union conducted during the term of office.

Reason for change:

When a Mail Handler from a small branch office is nominated they are unknown to the larger facilities and the votes are simply not there no matter how much campaigning they do. The smaller branches have unique problems that the larger facilities do not. The information gleaned by a Branch Presidents attendance would be more informative than the general items passed on from the representatives from the larger facilities. The Branch Presidents can disseminate the relevant information.

Name:  Local:  Signature: Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

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 shall be paid and earn step increases according to the rates and waiting periods 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 earnings for full-time wage and salary workers in 2023 salary in Q4 of 2023 was \$59,384. Career employees that were hired previous to the creation of Mail Handler Assistants in 2013 were in an hiring holding pattern for numerous years and have been adversely affected in terms of fair wages, benefits and adequate compensation. Pending Congressional Legislation such as the Federal Retirement Fairness Act, or H.R. 5995 seek 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>

Name:  Local:  Signature: \_\_\_\_\_ Date: 4/18/24

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

**Deadline for Submission is June 20, 2024**



FAX COVERSHEET

TO: NPMHU 2024 National Convention

FAX NUMBER: 202-833-0008 PAGES: 3  
(INCLUDE COVERSHEET)

PHONE: \_\_\_\_\_ DATE: 6/18/2024

RE: Proposed Amendment to the 2024 National/Uniform Local Union Constitution. These forms should be mailed to the members home. I pulled this from web site on 6/18/2024. Local 321 Stewards never came around to pass this form to the members.

FROM: Annette Damian

FAX NUMBER: \_\_\_\_\_

PHONE: (720) 465-0227



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024

## National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

If additional employees are still needed after application of the above, the Employer 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 handler Assistants/and/or part-time Flexible employees for such work prior to requiring full time employees not on the over-time Desired list"

Proposed language:

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 6 hours, 30 hours a week we are losing mha's left and right they say they cant afford to work for the USPS with just 30 hours a week I know the guarant but they should utilize the work force.

Name:  Local:  Signature:  Date:

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

**Deadline for Submission is June 20, 2024**



# National Postal Mail Handlers Union

## Proposed Amendment to the 2024 National / Uniform Local Union Constitution

Constitution to be changed: National  Local

Article to be amended:

Article:  Section:  Paragraph:  Page #:

Mail or fax to:  
NPMHU  
2024 National Convention  
815 16th Street NW, Suite 5100  
Washington, DC 20006  
FAX: 202-833-0008

Current language:

Full time regulars have 11 holidays observed, mha's have 6.

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.

Reason for change:

Due to management makes the mha's change thier day's off due to the holiday and they are made to work. If a regular is mandated to work 8 hours why are mhas only forced to work 6.

Name:  Local:  Signature:  Date:

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

**Deadline for Submission is June 20, 2024**