



**REPORT OF THE
LEGISLATIVE & POLITICAL
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 Legislative & Political Committee respectfully submits the following report to the 2024 NPMHU National Convention:

The Legislative & Political Committee to the 2024 NPMHU National Convention is chaired by June Harris, Central Region Vice President and President of Local 306. The members of the Committee are Juan Torres of Local 303, John (J.R.) Macon of Local 329, Michael Rembelinsky of Local 308, Shaun Bezella of Local 316, Errol Tony Wilson of Local 321, Monica Marshall of Local 333, Sheldon Adams of Local 334, Lynden Clarke of Local 318, Lisa Pruchnicki of Local 309, Sean Sweeney of Local 301, and National President Paul V. Hogrogian, serving ex officio.

The Legislative & Political Committee was established by President Hogrogian, pursuant to his authority under Article XII, Section 9 of the National Constitution to establish committees in advance of a National Convention, in order to review and approve proposed resolutions dealing with legislative and political issues. In order for such legislative and political resolutions to be considered by this Convention, they had to be submitted in writing to the National President no later than sixty (60) days prior to the opening of this National Convention; thus, the deadline for submitting proposed legislative and political resolutions was June 20, 2024. On or before that date, a total of twenty-six (26) resolutions were submitted, of which twelve (12) dealt directly with legislative and political issues and therefore were referred to the Legislative & Political Committee. These proposals were reviewed by the Committee, resulting in eleven (11)

recommendations that already have been submitted to, and approved by, the Resolutions Committee, and now are being presented to the delegates attending this Convention.

The Legislative & Political Committee met in Washington, DC on July 15 and 16, 2024, and in Las Vegas on August 17, 2024, in order to review each and every proposed resolution that was submitted to the Committee. Of these proposals, as noted, the Committee is recommending eleven (11) for adoption by the delegates assembled at this Convention. These recommendations, which in some cases have been edited and/or amended by the Committee, are set forth as Attachment A to this report. In addition, all of the proposed resolutions that were submitted to the Legislative & Political Committee appear in their original form in Attachment B to this report.

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

* * *

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

In recent years, the National Office of the NPMHU has paid special attention to improving the NPMHU's legislative and lobbying efforts. On nine separate occasions, from 2003 through 2023, the NPMHU has held its biennial Legislative Conference. Those conferences – now being held every odd-numbered year, which coincides with the opening session of each new Congress – have established lasting ties between Mail Handlers and Members of Congress and their staffs. These connections already have paid huge dividends, as the National Officers, the Union's Director of Legislative and Political Affairs (Katie Maddocks), many Local Union

officers, and other legislative activists repeatedly are being asked by congressional offices to share their views on matters of particular concern to Mail Handlers and other postal employees.

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

Reprinted below, for the information of the delegates, are excerpts from the NPMHU Legislative Agenda for the current 118th Congress, as adopted in 2023:

The NPMHU Legislative Agenda for the 118th Congress

Background

After more than a decade of hard work, the National Postal Mail Handlers Union helped to usher in the Postal Service Reform Act (PSRA) of 2022 (P.L. 117-108). Following the financial ramifications implemented by the 2006 Postal Accountability and Enhancement Act (P.L. 108-435), the PSRA is able to right the Postal Service's fiscal ship. The law repeal the mandate to prefund retiree healthcare costs; integrate future retirees into Medicare to reduce the USPS liability on retiree healthcare costs; requires reports from USPS to Congress and the Postal Regulatory Commission on costs and performance standards; creates a public dashboard to inform customers on delays; codifies 6-day delivery to businesses and residences; and, allows for agreements between USPS and state, Local and tribal governments to provide property and services. The law received strong bipartisan support in both the House and the Senate, passing 342-92 and 79-19 a month apart. The NPMHU, along with the other postal unions and stakeholders, worked on this legislation for years in order to obtain consensus.

Throughout the 118th Congress, NPMHU's legislative agenda focuses on ensuring the Postal Service and the Office

of Personnel Management will fully implement PSRA. Additionally, the Union will continue to work with Congress, USPS, and other stakeholders to improve the Postal Service's finances, growing postal revenue, protecting service standards for customers, defending earned retirement and healthcare benefits, promoting workers' rights, and strengthening American elections.

Improving the United States Postal Service

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

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

- *Utilize postal-only assumptions for calculating pension liabilities.*
 - *The USPS Office of Inspector General reported in 2013 that this recalculation would reduce liabilities with the Civil Service Retirement System (CSRS) by \$1.3 billion while the Federal Employees Retirement System (FERS) would see a reduction of \$9.5 billion in liabilities.*
 - *The NPMHU has written individually and with the other postal unions to the White House on this issue as it can be remedied through executive order.*
- *Provide for certain index fund investments for the Retiree Health Benefits Fund, rather than restricting the Fund to low-yielding Treasury bonds.*
- *Nonpostal services to grow revenue.*
 - *The USPS Shipping Equity Act (H.R. 3721) would allow the shipment of alcoholic beverages directly between licensed producers and retailers to the consumer. The USPS estimated this would generate over \$50 million annually.*
 - *Currently, the USPS has the authority to expand nonbanking financial services, providing ATMs, check*

cashing, bill pay, and expanded wire transfers and money orders. In a 2015 report from the USPS Office of the Inspector General, after a 5-year ramp-up, these expansions could generate \$1 billion annually.

Strengthening Service Standards

Within the first months of his appointment, Postmaster General Louis DeJoy developed a ten-year plan, Delivering for America, in an attempt to set a path of financial stability and modernization. Within the plan, the delivery window is expanded from 2-3 days to 2-5 days, relying on surface transportation over air, as well as restructuring the overall network, and moving mail operations from facilities. The information the NPMHU, members of Congress, and the public has received from the Postal Service on this restructuring has been high on concept, but extremely low on details. The plans are fluid and constantly changing. It is NPMHU's concern that these changes do nothing but undermine the work of dedicated employees, negatively impact services, and drive away customers. The NPMHU asks lawmakers to work with us to fight against closures, consolidations, and subcontracting brought on by this plan.

Fundamentals of the Postal Service

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

- *Expressing the sense that Congress should take all appropriate measures to ensure that the Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.*

- *Expressing the sense that the Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers.*

Protecting Earned Retirement and Healthcare Benefits

On October 1, 2023, with the start of fiscal year 2024, members of Congress were unable to develop new spending levels to keep the federal government operational. What resulted was utilizing the prior fiscal year's levels, disregarding federal agencies' fiscal needs to meet the public's demands of services. As Congress once again finds itself in this precarious situation, the NPMHU is concerned that the House and Senate will target postal employees as a means to reduce federal spending. The NPMHU has seen the following attacks against its members earned benefits and remains vigilant against them:

- *Increasing all FERS employees' retirement contributions to 4.4 percent of salary;*
- *Utilizing a defined contribution retirement plan instead of the current defined benefit;*
- *Moving from a high-3 to a high-5 for retirement annuity calculations;*
- *Eliminating FERS Cost of Living Adjustment (COLA) and reducing CSRS COLAs by 0.5%;*
- *Eliminating the FERS retirement supplement plan for those who retire before the age of 62; and,*
- *Reducing the G-Fund interest rates for those under the Thrift Savings Plan.*

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

- *The elimination or curtailing of the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP).*
 - *The Social Security Fairness Act (H.R. 82/S. 597) calls to repeal both GPO and WEP.*

- *The Equal Treatment of Public Servants Act (H.R. 5342) calls to recalculate the WEP formula that more accurately reflect work history, and provides financial relief for certain, eligible beneficiaries impacted by WEP.*
- *The Public Servants Protection and Fairness Act (H.R. 4260) recalculates Social Security benefits for public workers to ensure they get are not negatively impacted by WEP.*
- *Providing temporary employees hired after January 1989 with the opportunity to make additional contributions to their retirement plans, allowing eligible employees to retire on time with full retirement benefits.*
 - *The Federal Retirement Fairness Act (H.R. 5995) addresses this issue.*
- *Create parity between CSRS and FERS retirees by providing the same COLA for both sets of retirees.*
 - *Currently, CSRS retirees receive a COLA that is in line with the change in the consumer price index for workers, however, FERS retirees are subject to a different calculation that is often lower than their CSRS counterparts.*
 - *The Equal COLA Act (H.R. 866) would ensure all postal retirees would receive the same COLA every year.*

Promoting Workers' Rights

Over the past few years, there has been continued support from the American public on workers' rights to unionize, seen in a Gallup poll where 71 percent of Americans are in favor of union. Reflecting this support, the House of Representatives already introduced the Richard L. Trumka Protecting the Right to Organize Act (H.R. 20), and there is an identical bill in the Senate (S. 567). These bills call to strengthen current federal laws by allowing private-sector workers to organize and join a union and bargain for better wages and benefits.

Despite the growth of production and employment over the past years, American wages continue to fall behind and the federal minimum wage remains outpaced by inflation. Many

states and Localities have already passed laws increasing minimum wage between \$15.000 and \$17.00 an hour over the next few years. According to the Economic Policy Institute, states' increases to minimum wage will impact 9.9 million workers, who will see an increase of \$6.95 million in their wages. The Raise the Wage Act (H.R. 4889/S. 2488) calls to increase federal minimum wage to \$17.00 an hour by 2028, with gradual increases over a five-year period.

Strengthen American Elections

Following the success of vote by mail initiatives in the 2020 elections, the 2022 midterm elections saw continued success. In the November 2022 general election, the Postal Service delivered over 54.4 million ballots between voters and Local election boards. The Postal Service delivered 98.96% of ballots within 3 days and 99.82% of ballots within 5 days. In order for this success to occur, constant communication between USPS, postal unions and management associations, and state and Local election boards was necessary. These efforts prove that vote by mail is a secure and reliable way for eligible voters to participate in the democratic process. The NPMHU will promote legislation, primarily at the state and Local level, to encourage democratic participation through vote by mail initiatives, and will support such efforts at the federal level as well.

The NPMHU will take all reasonable steps to ensure that mail handlers and their families are actively involved in upcoming elections, through voter registration and education efforts to increase turn-out. It is critical that all Mail Handlers and their families not only are registered to vote, but that they go to the polls to have their voices heard. We must continue to work to ensure that pro-union, pro-postal candidates are elected to represent our interests.

Respectfully submitted,

Legislative & Political Committee to
the 2024 NPMHU National Convention

June Harris, Chair

Sean Sweeney of Local 301

John (J.R.) Macon of Local 329

Lisa Pruchnicki of Local 309

Lynden Clarke of Local 318

Juan Torres of Local 303

Shaun Bezella of Local 316

Michael Rembelinsky of Local 308

Errol Tony Wilson of Local 321

Monica Marshall of Local 333

Sheldon Adams of Local 334

Paul V. Hogrogian, serving ex officio

Attachment A

Supporting a Union Shop

Submitted by the National Executive Board (edited by the Legislative Committee)

WHEREAS, the National Postal Mail Handlers Union fights for better wages, respect, dignity, health care, safety, and retirement for all Mail Handlers, regardless of race, color, creed, nationality, religion, age, sex, sexual orientation, physical or mental status, or union membership; and

WHEREAS, the NPMHU, its affiliated Local Unions, and its thousands of dedicated representatives are working day in and day out to protect the interests of all Mail Handlers, through the negotiation and enforcement of agreements between the Union and the U.S. Postal Service for wages, job security, protection from discrimination, seniority, choice vacations, health and safety, and other benefits; and

WHEREAS, the NPMHU invests significant resources in achieving the best for the Mail Handler craft, whether by legislation, politics, grievances and arbitration, legal cases, training and education, membership communication, collective bargaining, and other means; and

WHEREAS, the NPMHU has been on the frontline for many decades, fighting to obtain, defend, and uphold our collective bargaining rights; and

WHEREAS, non-Union members are allowed by law to enjoy all the privileges and benefits negotiated by the NPMHU, as well as all job protections at the workplace, even though they pay no Union dues; and

WHEREAS, numerous studies have shown that a workforce performs at higher levels of productivity, with fewer accidents and greater job satisfaction, when all workers are treated with dignity and respect as Union members, than when the workers are exploited by management, divided amongst themselves, and alienated from their leadership; and

WHEREAS, the prohibition by law of a Union shop is designed to undermine and weaken the solidarity of the working class and specifically of the men and women who work for the Postal Service, by encouraging postal employees to shun Union membership and exploit unfairly the courage and generosity of the Union Brothers and Sisters, turning worker against worker; and

WHEREAS, solidarity and universal Union membership among all the workers in a Union shop are the surest ways to advance the common interest of the workers in improving productivity and employment conditions and achieving dignity within the workplace; and

WHEREAS, all Mail Handlers and other postal employees should exercise their collective political power to correct the injustice of the 1970 Postal Reorganization Act's prohibition of the Union shop; and

WHEREAS, the imminent national elections offer an opportunity for all Mail Handlers and other postal employees to repeal the unjust prohibition of the Union shop and continue the struggle for a better workplace;

THEREFORE, BE IT RESOLVED, that this Union shall make every reasonable effort to persuade Congress and the President to amend the Postal Reorganization Act to grant postal unions the right to negotiate and enforce lawful and constitutional union shop agreements, so that Mail Handlers and other bargaining unit employees who refuse to join the NPMHU may be charged for their fair share of representational services, including costs for the filing of

grievances, advocacy at arbitration hearings, training and education, membership communications, and the bargaining of Local and National Agreements regarding pay and working conditions.

**Protections for Social Security and Medicare
Submitted by the National Executive Board (edited by the Legislative Committee)**

WHEREAS, in the name of financial stability, Congress has utilized fiscal commissions as a means to examine ways to reduce the federal deficit; and

WHEREAS, the Greenspan Commission led to the Social Security Amendments of 1983, which resulted in a raise in the retirement age that was the equivalent to a 13% benefit cut, a tax on benefits for middle income retirees, and the creation of the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) – which there is current legislation to repeal; and,

WHEREAS, the President's Commission to Strengthen Social Security, established by President George W. Bush, issued a report outlining three models of partial privatization of Social Security; and

WHEREAS, the Bowles-Simpson Commission, established by President Barack Obama, recommended raising the retirement age, reducing the cost-of-living adjustment (COLA), and resulted in greater contributions to federal retirement benefits for newly hired Mail Handlers; and

WHEREAS, retired Americans – including those retired from the United States Postal Service – and disabled Americans, depend on the earned benefits of Social Security and Medicare; and

WHEREAS, all Mail Handlers make contributions to their retirement plans, and have reasonable expectations on benefits to support themselves and their dependents after their careers; and

WHEREAS, financial instability our nation faces was not created by federal retirement benefits; and

THEREFORE, BE IT RESOLVED, that the NPMHU opposes the creation of a fiscal commission as historically they have targeted the earned benefits of middle-class workers in the name of deficit reduction; and

BE IT FURTHER RESOLVED, that the NPMHU opposes any calls for reductions of benefits to Medicare; and

BE IT FURTHER RESOLVED, that the NPMHU opposes any calls for privatization of Social Security or increases to the national retirement age; and

BE IT FURTHER RESOLVED, that the NPMHU supports the Social Security Fairness Act of 2023, H.R. 82/S. 597, which calls for the repeal of the Windfall Elimination Provision and the Government Pension Offset; and

BE IT FURTHER RESOLVED, that the NPMHU opposes: moving to a defined contribution retirement plan instead of the current defined benefit; using a “high-5” for retirement annuity calculations instead of the current “high-3”; eliminating FERS Cost of Living Adjustment

(COLA) and reducing CSRS COLAs by 0.5%; eliminating the FERS retirement supplement plan for those who retire before the age of 62; and, reducing the G-Fund interest rates for those under the Thrift Savings Plan.

Universal Voter Registration and Vote by Mail
Submitted by the Committee of the Future (edited by the Legislative Committee)

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

WHEREAS, though the 2020 and 2022 elections saw spikes in voter participation, only 46 percent of eligible voters participated in the 2022 midterms and 66 percent of voters participated in the 2020 election; and

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

WHEREAS, currently twenty-two states and the District of Columbia utilize automatic voter registration; and

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

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

WHEREAS, during the 2020 elections, the U.S. Postal Service processed and delivered 135 million ballots, 97.9 percent of which were delivered to and from voters within three days, and 99.7 percent within five days, and during the 2022 elections, the U.S. Postal Service processed and delivered 54.4 million ballots, 98.9 percent of which were delivered to and from voters within three days, and 99.8 percent within five days; and

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

WHEREAS, the States of Alabama, Arkansas, Connecticut, Delaware, Indiana, Kentucky, Louisiana, Mississippi, Missouri, New Hampshire, South Carolina, Tennessee, Texas, and West Virginia only permit voters to request an absentee ballot by mail where the voter has a valid excuse of why that voter cannot make it to the polls on election day; and

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

WHEREAS, vote by mail allows voters to study each ballot and research the issues at home and at their leisure; and

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

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

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

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

Campaign Finance Reform

Submitted by the Committee of the Future

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

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

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

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

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

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

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

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

Raise the Minimum Wage

Submitted by the Committee of the Future (edited by the Legislative Committee)

WHEREAS, the federal minimum wage has remained at \$7.25 per hour since 2009 while the cost of living has continued to climb; and

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

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

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

WHEREAS, opinion polls show that an overwhelming majority of Americans support increasing the minimum wage to at least \$17.00 per hour; and

WHEREAS, nine states will have at least a \$15.00 an hour pay base by 2026, including Delaware, Florida, Hawaii, Illinois, Nebraska, Rhode Island, and Virginia; and

WHEREAS, California, Connecticut, Maryland, Massachusetts, New Jersey, New York, Washington, and the District of Columbia, as well as over 50 localities, already have a \$15.00 an hour pay base; and

WHEREAS, the National Employment Law Project estimates that 40% of the American workforce will be covered by a \$15.00 an hour pay base by 2026 and is advocating for a gradual increase in the minimum wage to \$17 an hour;

THEREFORE, BE IT RESOLVED, while the NPMHU seeks a federal minimum wage of \$20 per hour, the NPMHU supports the Raise the Wage Act, H.R. 4889/S. 2488, which calls for an increase in the federal minimum wage to \$17.00 per hour by 2028; and

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

Resolution on Voting Rights

Submitted by the Committee of the Future (edited by the Legislative Committee)

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

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

WHEREAS, since 2021, 31 states have enacted at least 89 laws that have purged voter rolls, limited the ability to vote by mail, expanded voter identification requirements, and required partisan reviews of elections; and

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

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

WHEREAS, despite these efforts at voter suppression, since 2021, 35 states and the District of Columbia have enacted 113 voter expansive laws that expand early voting, ease vote by mail and voter registration, and increase the volume of mail ballot drop boxes; and

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

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

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

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

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

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the John R. Lewis Voting Rights Advancement Act (H.R. 14/S. 4), as it sets a national standard for the rights of voters and will strengthen legal protection against discriminatory voting policies and practices;

and

BE IT FURTHER RESOLVED, that the NPMHU encourages the expansion of access to early voting; and

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

Supporting the Right to Organize

Submitted by the Committee of the Future (edited by the Legislative Committee)

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

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

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

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

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

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

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

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

WHEREAS, currently 26 states have “right-to-work” laws which limit employees’ abilities to bargain collectively; and

WHEREAS, employees in right-to-work laws states on average annually earn approximately \$9,000 less, face increased work-related deaths, and are more likely to be uninsured than those in states without these laws;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the adoption of the Richard L. Trumka Protecting the Right to Organize Act (H.R. 20/S. 567) as it would strengthen protections under the National Labor Relations Act, including: the freedom to organize; penalties for employers who retaliate against employees who organize; and protections for workers that prohibit being replaced while striking; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Public Service Freedom to Negotiate Act (H.R. 8426) as it would set a minimum nationwide standard for collective bargaining for those in the public sector at the federal, state, and local levels.

**Resolution on Reproductive Rights and Access to Comprehensive Healthcare
Submitted by Errol Tony Wilson (edited by the Legislative Committee)**

Whereas, reproductive rights are fundamental human rights that encompass the rights to make autonomous decisions about one's body, including the right to access comprehensive reproductive healthcare, contraception, abortion, and maternal care; and

Whereas, ensuring access to reproductive healthcare services is essential for promoting gender equality, protecting public health, and upholding the dignity and autonomy of individuals; and

Whereas, restrictions on reproductive rights, including barriers to accessing abortion care and contraceptive services, disproportionately affect marginalized communities, including low-income individuals, people of color, LGBTQ+ individuals, and those living in rural areas; and

Whereas, safeguarding reproductive rights is critical to advancing social justice, economic empowerment, and the overall well-being of individuals and communities;

Therefore, be it resolved that:

Reproductive rights, including the right to access safe and legal abortion care, shall be affirmed and protected as fundamental human rights, free from discrimination, coercion, and stigma.

Comprehensive reproductive healthcare services, including contraception, prenatal care, abortion care, and postpartum care, shall be accessible and affordable to all individuals, regardless of race, income, geographic location, or immigration status.

Legislative measures that restrict or criminalize access to abortion care shall be repealed, and barriers to accessing abortion services, such as mandatory waiting periods, biased counseling requirements, and unnecessary regulations, shall be eliminated.

Federal and state governments shall ensure funding for reproductive healthcare programs, including Title X family planning services, Medicaid coverage for abortion care, and grants for reproductive healthcare providers, to expand access to essential services.

Education and outreach efforts shall be implemented to promote comprehensive sex education, reproductive health literacy, and informed decision-making among individuals of all ages, genders, and backgrounds.

Healthcare providers shall be protected from criminalization, discrimination and harassment based on their provision of reproductive healthcare services, and conscience clauses that allow refusal of care shall be limited to protect patients' rights to access lawful and medically necessary services.

Support shall be provided for initiatives aimed at reducing disparities in reproductive healthcare access and outcomes, including efforts to address racial and ethnic disparities, geographic disparities, and barriers faced by marginalized communities.

Efforts shall be made to combat reproductive coercion, intimate partner violence, and barriers to reproductive autonomy faced by individuals with disabilities, incarcerated individuals, and survivors of human trafficking.

Research and data collection efforts shall be supported to assess the impact of reproductive healthcare policies, track reproductive health indicators, and identify areas for improvement in reproductive healthcare access and quality.

Collaboration and coordination shall be fostered among government agencies, healthcare providers, advocacy organizations, and community stakeholders to advance reproductive rights and improve access to comprehensive reproductive healthcare services.

In conclusion, it is imperative that comprehensive measures be taken to protect and expand reproductive rights, ensure access to quality reproductive healthcare services, and promote reproductive justice for all individuals.

Promoting Responsible Gun Ownership and Enhancing Public Safety
Submitted by Errol Tony Wilson (edited by the Legislative Committee)

Whereas, the proliferation of firearms poses significant risks to public safety, contributing to incidents of gun violence, injury, and death across the nation; and

Whereas, access to firearms by individuals who pose a threat to themselves or others, including those with a history of violence, mental illness, or criminal activity, increases the likelihood of tragic outcomes; and

Whereas, it is the responsibility of government institutions to enact measures that balance the rights of law-abiding citizens to own firearms with the need to protect public safety and prevent gun-related tragedies; and

Whereas, evidence-based policies and interventions have been shown to reduce the incidence of gun violence and promote responsible gun ownership;

Therefore, be it resolved that:

Legislative bodies shall enact comprehensive background check requirements for all firearm purchases, including sales conducted at gun shows, online platforms, and between private individuals, to ensure that firearms are not obtained by prohibited persons.

Efforts shall be made to close loopholes in existing laws that allow individuals to bypass background check requirements, such as the "gun show loophole" and "private sale loophole," to prevent the unauthorized acquisition of firearms.

Enhanced measures shall be implemented to prevent individuals who pose a risk of harming themselves or others from accessing firearms including the implementation of Extreme Risk Protection Orders (ERPOs) and laws enabling the temporary removal of firearms from individuals in crisis.

Safe storage practices for firearms shall be promoted and incentivized through education campaigns, tax credits, and liability protections to reduce the risk of unauthorized access to firearms by children, individuals at risk of self-harm, or potential perpetrators of violence.

Funding shall be allocated to support evidence-based violence prevention programs, community-based interventions, and mental health services aimed at addressing the underlying factors contributing to gun violence and promoting safer communities.

Law enforcement agencies shall be provided with adequate resources and tools to enforce existing gun laws effectively, conduct firearms tracing, and investigate illegal firearms trafficking activities.

Research funding shall be restored and expanded to support studies on the causes and consequences of gun violence, the effectiveness of gun control measures, and the development of

innovative strategies to reduce gun-related harm.

Collaboration shall be encouraged between federal, state, and local governments, as well as community organizations, advocacy groups, and firearm industry stakeholders to develop and implement comprehensive gun violence prevention strategies.

In conclusion, it is imperative that proactive measures be taken to address the complex challenges posed by gun violence and promote responsible gun ownership practices that prioritize public safety and prevent future tragedies.

**Resolution on Alleviating Poverty and Promoting Economic Justice
Submitted by Errol Tony Wilson (edited by the Legislative Committee)**

Whereas, poverty is a pervasive and complex social issue that undermines human dignity, restricts opportunities, and perpetuates inequality within societies worldwide; and

Whereas, poverty is not solely a lack of income but also encompasses deprivation of basic human needs, including food, shelter, healthcare, education, and access to essential services and opportunities; and

Whereas, poverty disproportionately affects marginalized and vulnerable populations, including women, children, persons with disabilities, Indigenous peoples, refugees, migrants, and ethnic minorities; due to systemic discrimination, social exclusion; and unequal distribution of resources; and

Whereas, addressing poverty requires comprehensive and multidimensional approaches that tackle its root causes, promote economic justice, and ensure the full realization of human rights for all individuals and communities;

Therefore, be it resolved that:

Governments shall adopt and implement inclusive and sustainable development policies that prioritize poverty reduction, equitable distribution of resources, and social protection measures, aiming to eradicate extreme poverty and achieve the Sustainable Development Goals (SDGs) by 2028.

Adequate income support programs shall be established, including living wage policies, social security systems, and targeted cash transfer programs, to ensure that all individuals and families have access to essential resources for a decent standard of living.

Access to quality education shall be guaranteed for all children and adults, regardless of socio-economic status, through the provision of free and equitable primary and secondary education, vocational training, and lifelong learning opportunities.

Universal healthcare coverage shall be ensured, providing access to affordable and quality healthcare services, including preventive care, maternal and child health services, and treatment for infectious and non-communicable diseases, without financial hardship.

Affordable housing programs shall be developed and implemented to address homelessness, inadequate housing, and informal settlements, ensuring access to safe, secure, and affordable housing for all individuals and families.

Investment in sustainable agriculture and rural development shall be promoted to enhance food security, increase agricultural productivity, and improve livelihoods for smallholder farmers and rural communities, particularly women and Indigenous peoples.

Employment opportunities shall be expanded through inclusive economic growth strategies, entrepreneurship development programs, and investments in job creation, particularly in sectors that provide decent work, fair wages, and social protections.

Social protection systems shall be strengthened to provide a safety net for vulnerable populations, including persons with disabilities, elderly persons, and those affected by conflict, natural disasters, and other shocks, ensuring access to essential services and support.

Gender equality and women's empowerment shall be promoted as key strategies for poverty reduction, including addressing gender-based discrimination, promoting women's participation in decision-making, and ensuring equal access to resources and opportunities.

Community-driven approaches shall be supported to empower marginalized communities, including Indigenous peoples, refugees, migrants, and ethnic minorities, to participate in the design, implementation, and monitoring of poverty reduction programs and policies.

In conclusion, it is imperative that concerted efforts be made to address poverty, promote economic justice, and build inclusive and sustainable societies where all individuals can live with dignity, equality, and opportunity.

Harris-Walz Endorsement

Submitted by the National Executive Board

WHEREAS, the Biden-Harris administration assumed office when the country was facing an unprecedented global pandemic and economic crisis, and it has spearheaded the country to the lowest unemployment rate in 50 years, higher wages for workers, and robust economic growth for the country;

WHEREAS, the Biden-Harris administration is the most pro-union administration in American history and has demonstrated a commitment to supporting unions;

WHEREAS, the Biden-Harris administration has successfully advocated and signed into law the Postal Service Reform Act to reduce the cost of healthcare for Postal employees, ensure better service, and strengthen the financial viability of the United States Postal Service;

WHEREAS, the Biden-Harris administration started their time in office by appointing pro-union officials into the administration, including the Secretary of Labor and the chief counsel of the National Labor Relations Board (NLRB);

WHEREAS, on their third day in office, the Biden-Harris administration issued an executive order repealing policies in place during the Trump administration that weakened federal employee's right to organize, and the Biden-Harris administration has put forward policies that advance federal employee unions;

WHEREAS, the Biden-Harris administration created, and Vice President Harris serves as the Chair of, the White House Task Force on Worker Organizing and Empowerment, dedicated to supporting worker power, worker organizing, and collective bargaining;

WHEREAS, through laws like the Inflation Reduction Act, CHIPS and Science Act, and the Bipartisan Infrastructure Deal, the Biden-Harris administration has invested tremendous resources in infrastructure, clean energy, and education, resulting in thousands of union jobs;

WHEREAS, the Biden-Harris administration increased funding for the NLRB to ensure the Board has adequate funding and staffing to enforce union rights;

WHEREAS, as U.S. Senator and as Vice President, Kamala Harris has strongly supported the passage of the Richard L. Trumka Protecting the Right to Organize (PRO) Act that will restore the right of workers to freely and fairly form a union and bargain collectively;

WHEREAS, as Attorney General of California, Kamala Harris worked with the U.S. Department of Labor to combat wage theft and protect workers from illegal, predatory practices;

WHEREAS, Vice President Harris picked Tim Walz as her running mate, a union brother who has signed pro-worker legislation as Governor of Minnesota;

WHEREAS, Vice President Harris promises to maintain the staunchly pro-union precedent of the current administration and keep close relationships with labor leaders across the country;

WHEREAS, the Biden-Harris administration nominated four new members to the USPS Board of Governors, three of whom have been confirmed and all of whom are committed to defending the strength and vitality of USPS;

WHEREAS, Vice President Kamala Harris has received enthusiastic endorsement from the AFL-CIO and the Laborers' International Union of North America;

THEREFORE, BE IT RESOLVED, that the National Postal Mail Handlers Union will work to register, educate, and mobilize its membership to vote for Vice President Kamala Harris and Governor Tim Walz on November, 5, 2024; and

BE IT FURTHER RESOLVED, that the National Postal Mail Handlers Union enthusiastically endorses Vice President Kamala Harris and Governor Tim Walz, and will work toward their victory in the November 2024 election.

Attachment B

Biden Endorsement
Submitted by the National Executive Board

WHEREAS, President Biden assumed office when the country was facing an unprecedented global pandemic and economic crisis, and he has spearheaded the country to the lowest unemployment rate in 50 years, higher wages for workers, and robust economic growth for the country;

WHEREAS, President Biden is the most pro-union President in American history and has demonstrated a commitment to supporting unions;

WHEREAS, President Biden started his time in office by appointing pro-union officials into the administration, including the Secretary of Labor and the chief counsel of the National Labor Relations Board (NLRB);

WHEREAS, on his third day in office, President Biden issued an executive order repealing policies in place during the Trump administration that weakened federal employee's right to organize, and President Biden has put forward policies that advance federal employee unions;

WHEREAS; President Biden created the White House Task Force on Worker Organizing and Empowerment, dedicated to supporting worker power, worker organizing, and collective bargaining;

WHEREAS, through laws like the Inflation Reduction Act, CHIPS and Science Act, and the Bipartisan Infrastructure Deal, President Biden has invested tremendous resources in infrastructure, clean energy, and education, resulting in thousands of union jobs;

WHEREAS, President Biden increased funding for the NLRB to ensure the Board has adequate funding and staffing to enforce union rights;

WHEREAS, President Biden strongly supports passage of the Richard L. Trumka Protecting the Right to Organize (PRO) Act that will restore the right of workers to freely and fairly form a union and bargain collectively;

WHEREAS, President Biden has successfully advocated and signed into law the Postal Service Reform Act to reduce the cost of healthcare for Postal employees, ensure better service, and strengthen the financial viability of the United States Postal Service;

WHEREAS, President Biden nominated four new members to the USPS Board of Governors, three of which have been confirmed and all of whom are committed to defending the strength and vitality of USPS;

WHEREAS, President Biden has received enthusiastic endorsement from the AFL-CIO and the Laborers' International Union of North America;

THEREFORE, BE IT RESOLVED, that the National Postal Mail Handlers Union will work to register, educate, and mobilize its membership to vote for President Joe Biden and Vice President Kamala Harris on November, 5, 2024; and

BE IT FURTHER RESOLVED, that the National Postal Mail Handlers Union enthusiastically endorses President Joe Biden and Vice President Kamala Harris for reelection to a second term in office, and will work toward their victory in the November 2024 election.

Supporting a Union Shop

Submitted by the National Executive Board

WHEREAS, the National Postal Mail Handlers Union fights for better wages, respect, dignity, health care, safety, and retirement for all Mail Handlers, regardless of race, color, creed, nationality, religion, age, sex, sexual orientation, physical or mental status, or union membership; and

WHEREAS, the NPMHU, its affiliated Local Unions, and its thousands of dedicated representatives are working day in and day out to protect the interests of all Mail Handlers, through the negotiation and enforcement of agreements between the Union and the U.S. Postal Service for wages, job security, protection from discrimination, seniority, choice vacations, health and safety, and other benefits; and

WHEREAS, the NPMHU invests significant resources in achieving the best for the Mail Handler craft, whether by legislation, politics, grievances and arbitration, legal cases, training and education, membership communication, collective bargaining, and other means; and

WHEREAS, the NPMHU has been on the frontline for many decades, fighting to obtain, defend, and uphold our collective bargaining rights; and

WHEREAS, non-Union members are allowed by law to enjoy all the privileges and benefits negotiated by the NPMHU, as well as all job protections at the workplace, even though they pay no Union dues; and

WHEREAS, numerous studies have shown that a workforce performs at higher levels of productivity, with fewer accidents and greater job satisfaction, when all workers are treated with dignity and respect as Union members, than when the workers are exploited by management, divided amongst themselves, and alienated from their leadership; and

WHEREAS, the prohibition by law of a Union shop is designed to undermine and weaken the solidarity of the working class and specifically of the men and women who work for the Postal Service, by encouraging postal employees to shun Union membership and exploit unfairly the courage and generosity of the Union Brothers and Sisters, turning worker against worker; and

WHEREAS, solidarity and universal Union membership among all the workers in a Union shop are the surest ways to advance the common interest of the workers in improving productivity and employment conditions and achieving dignity within the workplace; and

WHEREAS, all Mail Handlers and other postal employees should exercise their collective political power to correct the injustice of the 1970 Postal Reorganization Act's prohibition of the Union shop; and

WHEREAS, the imminent national elections offer an opportunity for all Mail Handlers and other postal employees to repeal the unjust prohibition of the Union shop and continue the struggle for a better workplace;

THEREFORE, BE IT RESOLVED, that this Union shall make every reasonable effort to persuade Congress and the President to amend the Postal Reorganization Act to grant postal unions the right to negotiate and enforce lawful and constitutional union shop agreements, so that Mail Handlers and other bargaining unit employees who refuse to join the NPMHU may be charged for their fair share of representational services, including costs for the filing of grievances, advocacy at arbitration hearings, training and education, membership communications, and the bargaining of Local and National Agreements regarding pay and working conditions.

**Protections for Social Security and Medicare
Submitted by the National Executive Board**

WHEREAS, in the name of financial stability, Congress has utilized fiscal commissions as a means to examine ways to reduce the federal deficit; and

WHEREAS, the Greenspan Commission led to the Social Security Amendments of 1983, which resulted in a raise in the retirement age that was the equivalent to a 13% benefit cut, a tax on benefits for middle income retirees, and the creation of the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) – which there is current legislation to repeal; and,

WHEREAS, the President's Commission to Strengthen Social Security, established by President George W. Bush, issued a report outlining three models of partial privatization of Social Security.; and WHEREAS, the Bowles-Simpson Commission, established by President Barack Obama, recommended raising the retirement age, reducing the cost-of-living adjustment (COLA), and resulted in greater contributions to federal retirement benefits for newly hired Mail Handlers; and

WHEREAS, retired Americans – including those retired from the United States Postal Service – and disabled Americans, depend on the earned benefits of Social Security and Medicare; and

WHEREAS, all Mail Handlers make contributions to their retirement plans, and have reasonable expectations on benefits to support themselves and their dependents after their careers; and

WHEREAS, financial instability our nation faces was not created by federal retirement benefits; and

THEREFORE, BE IT RESOLVED, that the NPMHU opposes the creation of a fiscal commission as historically they have targeted the earned benefits of middle-class workers in the name of deficit reduction; and

BE IT FURTHER RESOLVED, that the NPMHU opposes any calls for reductions of benefits to Medicare; and

BE IT FURTHER RESOLVED, that the NPMHU opposes any calls for privatization of Social Security or increases to the national retirement age; and

BE IT FURTHER RESOLVED, that the NPMHU opposes: moving to a defined contribution retirement plan instead of the current defined benefit; using a “high-5” for retirement annuity calculations instead of the current “high-3”; eliminating FERS Cost of Living Adjustment (COLA) and reducing CSRS COLAs by 0.5%; eliminating the FERS retirement supplement plan for those who retire before the age of 62; and, reducing the G-Fund interest rates for those under the Thrift Savings Plan.

**Universal Voter Registration and Vote by Mail
Submitted by the Committee on the Future**

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

WHEREAS, though the 2020 and 2022 elections saw spikes in voter participation, only 46 percent of eligible voters participated in the 2022 midterms and 66 percent of voters participated in the 2020 election; and

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

WHEREAS, currently twenty-two states and the District of Columbia utilize automatic voter registration; and

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

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

WHEREAS, during the 2020 elections, the U.S. Postal Service processed and delivered 135 million ballots, 97.9 percent of which were delivered to and from voters within three days, and 99.7 percent within five days, and during the 2022 elections, the U.S. Postal Service processed and delivered 54.4 million ballots, 98.9 percent of which were delivered to and from voters within three days, and 99.8 percent within five days; and

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

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

WHEREAS, vote by mail allows voters to study each ballot and research the issues at home and at their leisure; and

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

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

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

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

Campaign Finance Reform

Submitted by the Committee on the Future

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

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

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

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

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

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

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

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

Raise the Minimum Wage

Submitted by the Committee on the Future

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

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

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

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

WHEREAS, opinion polls show that an overwhelming majority of Americans support increasing the minimum wage to at least \$17.00 per hour; and

WHEREAS, nine states will have at least a \$15.00 an hour pay base by 2026, including Delaware, Florida, Hawaii, Illinois, Nebraska, Rhode Island, and Virginia; and

WHEREAS, California, Connecticut, Maryland, Massachusetts, New Jersey, New York, Washington, and the District of Columbia, as well as over 50 localities, already have a \$15.00 an hour pay base; and

WHEREAS, the National Employment Law Project estimates that 40% of the American workforce will be covered by a \$15.00 an hour pay base by 2026 and is advocating for a gradual increase in the minimum wage to \$17 an hour;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the Raise the Wage Act, H.R. 4889/S. 2488, which calls for an immediate increase in the federal minimum wage to \$17.00 per hour by 2028; and

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

Resolution on Voting Rights
Submitted by the Committee on the Future

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

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

WHEREAS, since 2021, 31 states have enacted at least 89 laws that have purged voter rolls, limited the ability to vote by mail, expanded voter identification requirements, and required partisan reviews of elections; and

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

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

WHEREAS, despite these efforts at voter suppression, since 2021, 35 states and the District of Columbia have enacted 113 voter expansive laws that expand early voting, ease vote by mail and voter registration, and increase the volume of mail ballot drop boxes; and

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

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

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

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

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

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the John R. Lewis Voting Rights Advancement Act (H.R. 14/S. 4), as it sets a national standard for the rights of voters and will strengthen legal protection against discriminatory voting policies and practices; and

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

Supporting the Right to Organize
Submitted by the Committee on the Future

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

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

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

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

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

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

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

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

WHEREAS, currently 26 states have “right-to-work” laws which limit employees’ abilities to bargain collectively; and

WHEREAS, employees in right-to-work laws states on average annually earn approximately \$9,000 less, face increased work-related deaths, and are more likely to be uninsured than those in states without these laws;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the adoption of the Richard L. Trumka Protecting the Right to Organize Act (H.R. 20/S. 567) as it would strengthen protections under the National Labor Relations Act, including: the freedom to organize; penalties for employers who retaliate against employees who organize; and protections for workers that prohibit being replaced while striking; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Public Service Freedom to Negotiate Act (H.R. 8426) as it would set a minimum nationwide standard for collective bargaining for those in the public sector at the federal, state, and local levels.

1

Title: Resolution on Reproductive Rights and Access to Comprehensive Healthcare

Submitted by: Errol Tony Wilson

Date submission: June 11, 2024

Whereas, reproductive rights are fundamental human rights that encompass the rights to make autonomous decisions about one's body, including the right to access comprehensive reproductive healthcare, contraception, abortion, and maternal care; and

Whereas, ensuring access to reproductive healthcare services is essential for promoting gender equality, protecting public health, and upholding the dignity and autonomy of individuals; and

Whereas, restrictions on reproductive rights, including barriers to accessing abortion care and contraceptive services, disproportionately affect marginalized communities, including low-income individuals, people of color, LGBTQ+ individuals, and those living in rural areas; and

Whereas, safeguarding reproductive rights is critical to advancing social justice, economic empowerment, and the overall well-being of individuals and communities;

Therefore, be it resolved that:

Reproductive rights, including the right to access safe and legal abortion care, shall be affirmed and protected as fundamental human rights, free from discrimination, coercion, and stigma.

Comprehensive reproductive healthcare services, including contraception, prenatal care, abortion care, and postpartum care, shall be accessible and affordable to all individuals, regardless of income, geographic location, or immigration status.

Legislative measures that restrict or criminalize access to abortion care shall be repealed, and barriers to accessing abortion services, such as mandatory waiting periods, biased counseling requirements, and unnecessary regulations, shall be eliminated.

Federal and state governments shall ensure funding for reproductive healthcare programs, including Title X family planning services, Medicaid coverage for abortion care, and grants for reproductive healthcare providers, to expand access to essential services.

Education and outreach efforts shall be implemented to promote comprehensive sex education, reproductive health literacy, and informed decision-making among individuals of all ages, genders, and backgrounds.

Healthcare providers shall be protected from discrimination and harassment based on their provision of reproductive healthcare services, and conscience clauses that allow refusal of care shall be limited to protect patients' rights to access lawful and medically necessary services.

Support shall be provided for initiatives aimed at reducing disparities in reproductive healthcare access and outcomes, including efforts to address racial and ethnic disparities, geographic disparities, and barriers faced by marginalized communities.

2

Efforts shall be made to combat reproductive coercion, intimate partner violence, and barriers to reproductive autonomy faced by individuals with disabilities, incarcerated individuals, and survivors of human trafficking.

Research and data collection efforts shall be supported to assess the impact of reproductive healthcare policies, track reproductive health indicators, and identify areas for improvement in reproductive healthcare access and quality.

Collaboration and coordination shall be fostered among government agencies, healthcare providers, advocacy organizations, and community stakeholders to advance reproductive rights and improve access to comprehensive reproductive healthcare services.

In conclusion, it is imperative that comprehensive measures be taken to protect and expand reproductive rights, ensure access to quality reproductive healthcare services, and promote reproductive justice for all individuals.

1

Title: Promoting Responsible Gun Ownership and Enhancing Public Safety

Submitted by: Errol Tony Wilson

Date: submission June 11, 2024

Whereas, the proliferation of firearms poses significant risks to public safety, contributing to incidents of gun violence, injury, and death across the nation; and

Whereas, access to firearms by individuals who pose a threat to themselves or others, including those with a history of violence, mental illness, or criminal activity, increases the likelihood of tragic outcomes; and

Whereas, it is the responsibility of government institutions to enact measures that balance the rights of law-abiding citizens to own firearms with the need to protect public safety and prevent gun-related tragedies; and

Whereas, evidence-based policies and interventions have been shown to reduce the incidence of gun violence and promote responsible gun ownership;

Therefore, be it resolved that:

Legislative bodies shall enact comprehensive background check requirements for all firearm purchases, including sales conducted at gun shows, online platforms, and between private individuals, to ensure that firearms are not obtained by prohibited persons.

Efforts shall be made to close loopholes in existing laws that allow individuals to bypass background check requirements, such as the "gun show loophole" and "private sale loophole," to prevent the unauthorized acquisition of firearms.

Enhanced measures shall be implemented to prevent individuals who pose a risk of harming themselves or others from accessing firearms, including the implementation of Extreme Risk Protection Orders (ERPOs) and laws enabling the temporary removal of firearms from individuals in crisis.

Restrictions shall be placed on the availability and possession of high-capacity magazines and military-style assault weapons, which have been associated with an increased lethality in mass shootings and other gun-related incidents.

Safe storage practices for firearms shall be promoted and incentivized through education campaigns, tax credits, and liability protections to reduce the risk of unauthorized access to firearms by children, individuals at risk of self-harm, or potential perpetrators of violence.

Funding shall be allocated to support evidence-based violence prevention programs, community-based interventions, and mental health services aimed at addressing the underlying factors contributing to gun violence and promoting safer communities.

Law enforcement agencies shall be provided with adequate resources and tools to enforce existing gun laws effectively, conduct firearms tracing, and investigate illegal firearms trafficking activities.

2

Research funding shall be restored and expanded to support studies on the causes and consequences of gun violence, the effectiveness of gun control measures, and the development of innovative strategies to reduce gun-related harm.

Collaboration shall be encouraged between federal, state, and local governments, as well as community organizations, advocacy groups, and firearm industry stakeholders, to develop and implement comprehensive gun violence prevention strategies.

This resolution shall be disseminated to relevant policymakers, advocacy groups, and the general public to raise awareness, build consensus, and mobilize support for the adoption and implementation of evidence-based gun control measures.

In conclusion, it is imperative that proactive measures be taken to address the complex challenges posed by gun violence and promote responsible gun ownership practices that prioritize public safety and prevent future tragedies.

1

Resolution on Alleviating Poverty and Promoting Economic Justice

Submitted by: Errol Tony Wilson

Date: submission June 11, 2024

Whereas, poverty is a pervasive and complex social issue that undermines human dignity, restricts opportunities, and perpetuates inequality within societies worldwide; and

Whereas, poverty is not solely a lack of income but also encompasses deprivation of basic human needs, including food, shelter, healthcare, education, and access to essential services and opportunities; and

Whereas, poverty disproportionately affects marginalized and vulnerable populations, including women, children, persons with disabilities, Indigenous peoples, refugees, migrants, and ethnic minorities, due to systemic discrimination, social exclusion, and unequal distribution of resources; and

Whereas, addressing poverty requires comprehensive and multidimensional approaches that tackle its root causes, promote economic justice, and ensure the full realization of human rights for all individuals and communities;

Therefore, be it resolved that:

Governments shall adopt and implement inclusive and sustainable development policies that prioritize poverty reduction, equitable distribution of resources, and social protection measures, aiming to eradicate extreme poverty and achieve the Sustainable Development Goals (SDGs) by 2030.

Adequate income support programs shall be established, including living wage policies, social security systems, and targeted cash transfer programs, to ensure that all individuals and families have access to essential resources for a decent standard of living.

Access to quality education shall be guaranteed for all children and adults, regardless of socio-economic status, through the provision of free and equitable primary and secondary education, vocational training, and lifelong learning opportunities.

Universal healthcare coverage shall be ensured, providing access to affordable and quality healthcare services, including preventive care, maternal and child health services, and treatment for infectious and non-communicable diseases, without financial hardship.

Affordable housing programs shall be developed and implemented to address homelessness, inadequate housing, and informal settlements, ensuring access to safe, secure, and affordable housing for all individuals and families.

2

Investment in sustainable agriculture and rural development shall be promoted to enhance food security, increase agricultural productivity, and improve livelihoods for smallholder farmers and rural communities, particularly women and Indigenous peoples.

Employment opportunities shall be expanded through inclusive economic growth strategies, entrepreneurship development programs, and investments in job creation, particularly in sectors that provide decent work, fair wages, and social protections.

Social protection systems shall be strengthened to provide a safety net for vulnerable populations, including persons with disabilities, elderly persons, and those affected by conflict, natural disasters, and other shocks, ensuring access to essential services and support.

Gender equality and women's empowerment shall be promoted as key strategies for poverty reduction, including addressing gender-based discrimination, promoting women's participation in decision-making, and ensuring equal access to resources and opportunities.

Community-driven approaches shall be supported to empower marginalized communities, including Indigenous peoples, refugees, migrants, and ethnic minorities, to participate in the design, implementation, and monitoring of poverty reduction programs and policies.

In conclusion, it is imperative that concerted efforts be made to address poverty, promote economic justice, and build inclusive and sustainable societies where all individuals can live with dignity, equality, and opportunity.

1

Title: Resolution on Comprehensive Immigration Reform

Submitted by: Errol Tony Wilson

Date submission: June 11, 2014

Whereas, immigration has been a cornerstone of the United States' cultural, social, and economic fabric, enriching our nation with diverse perspectives, talents, and contributions; and

Whereas, the current immigration system is outdated, inefficient, and in need of comprehensive reform to address pressing issues such as unauthorized immigration, family separation, backlogs in visa processing, and the lack of a pathway to citizenship for undocumented individuals; and

Whereas, immigrants, regardless of their status, deserve to be treated with dignity, fairness, and respect for their human rights, including the right to seek asylum, protection from persecution, and due process under the law; and

Whereas, comprehensive immigration reform is essential to strengthen our economy, promote social cohesion, uphold our values of inclusivity and diversity, and ensure that our immigration policies reflect the principles of justice, compassion, and human rights;

Therefore, be it resolved that:

Comprehensive immigration reform shall be enacted to provide a pathway to citizenship for undocumented immigrants living in the United States, including individuals brought to the country as children (Dreamers), temporary protected status (TPS) holders, and agricultural workers, while ensuring stringent background checks and compliance with immigration laws.

Family-based immigration shall be prioritized and streamlined to reduce backlogs in visa processing and reunite families separated by immigration policies, recognizing the importance of family unity and support for immigrant integration.

Employment-based immigration shall be reformed to meet the needs of the U.S. economy, including the creation of a merit-based system that attracts skilled workers, entrepreneurs, and innovators, while protecting the rights and wages of U.S. workers.

Immigration enforcement policies shall be humane, proportionate, and focused on targeting serious criminals and threats to public safety, while respecting the rights and due process of immigrants, including asylum seekers and refugees.

Access to legal representation and due process shall be ensured for all immigrants facing removal proceedings, including children and vulnerable populations, to safeguard their rights and ensure fair and just outcomes.

The Deferred Action for Childhood Arrivals (DACA) program shall be preserved and expanded to provide protection from deportation and access to work permits for eligible individuals, recognizing their contributions to our communities and economy.

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Temporary protected status (TPS) shall be extended and improved for individuals fleeing conflict, natural disasters, or other extraordinary circumstances in their home countries, ensuring their safety and security while they reside in the United States.

Immigration detention policies shall be reformed to prioritize alternatives to detention, such as community-based supervision and support services, for nonviolent immigrants awaiting immigration proceedings, particularly families and vulnerable individuals.

Investments shall be made in border security measures that are effective, accountable, and respectful of human rights, while addressing the root causes of unauthorized migration, including poverty, violence, and lack of opportunity in sending countries.

Comprehensive immigration reform shall be approached through bipartisan cooperation and dialogue, involving stakeholders from diverse backgrounds, including immigrant communities, advocacy organizations, business leaders, and government agencies, to develop and implement equitable and sustainable solutions.

In conclusion, it is imperative that comprehensive immigration reform be enacted to address the urgent challenges facing our immigration system, uphold our values of fairness and justice, and build a more inclusive and prosperous nation for all.