



**REPORT OF THE
RESOLUTIONS 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 Resolutions Committee respectfully submits the following report to the 2024 NPMHU National Convention:

The Resolutions Committee to the 2024 NPMHU National Convention is chaired by Lawrence Sapp of the National Executive Board. The members of the committee are Ursula Patterson of Local 307, Felandria Jackson of Local 305, Ray Bermudez of Local 300, Roxie Olds-Pride of Local 311, Bryan Easley of Local 315, Cynthia Brown of Local 305, Charles Hill of Local 329, Maurice Torres of Local 313, Shawn Garey of Local 320, Shawn Dalton of Local 302, and National President Paul V. Hogrogian, serving ex officio.

As set forth in Article XII, Section 15 of the National Constitution, in order for proposed resolutions to be considered by this Convention, such resolutions had to be submitted in writing to the National President no later than sixty (60) days prior to the opening of this National Convention; thus, the deadline for submitting proposed resolutions was June 20, 2024. On or before that date, twenty-six (26) proposed resolutions were submitted to the National President. Of these resolutions, twelve (12) dealing with legislative and political issues were referred to the Legislative & Political Committee, which reviewed those resolutions and issued its recommendations. Those recommendations then were reviewed by the

Resolutions Committee. In addition, fourteen (14) of these resolutions were considered only by the Resolutions Committee.

The Resolutions Committee met in Washington, DC on July 17 and 18 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, the Committee is recommending twenty-one (21) resolutions for adoption by the delegates assembled for this Convention (including ten (10) reviewed only by the Resolutions Committee and eleven (11) reviewed and recommended by the Legislative & Political Committee). The ten (10) recommendations issued only by the Resolutions Committee, which have been edited and/or amended by the Committee, are set forth as Attachment A to this report. In addition, all of the proposed resolutions that were submitted only to the Resolutions Committee appear in their original form in Attachment B to this report.

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

Respectfully submitted,

Resolutions Committee
to the 2024 NPMHU National Convention
Lawrence Sapp, Chair
Ursula Patterson of Local 307
Felandria Jackson of Local 305
Ray Bermudez of Local 300
Roxie Olds-Pride of Local 311
Bryan Easley of Local 315
Cynthia Brown of Local 305
Charles Hill of Local 329
Maurice Torres of Local 313
Shawn Garey of Local 320
Shawn Dalton of Local 302
Paul V. Hogrogian, ex officio

Attachment A

Delivering for America
Submitted by the National Executive Board

WHEREAS, the mission of the United States Postal Service to deliver to every household and business in America is enshrined in the United States Constitution; and

WHEREAS, the USPS developed the *Delivering for America* (DFA) plan with the goal to modernize the network while still providing reliable service to postal customers; and

WHEREAS, the DFA calls for aggressive changes under a network redesign within approximately 60 metropolitan areas throughout the country; and

WHEREAS, the USPS is conducting 59 mail processing facility reviews (MPFRs) in order to coordinate consolidations of mail processing operations; and

WHEREAS, proposed consolidations have extended initial plans of keeping consolidations centralized, with possible mail operation moves extending beyond 100 miles of the initial processing facility; and

WHEREAS, details on DFA's network redesign are extremely fluid and subject to change, leaving Mail Handlers unsure of impacts on jobs; and

WHEREAS, according to the Postal Regulatory Commission, the Postal Service failed to meet its projected targets for first-class mail service performance in fiscal year 2023 nation-wide; and

WHEREAS, postal customers have grown frustrated with delivery standards; and

WHEREAS, bipartisan, bicameral legislation has been introduced within Congress calling for moratorium on these proposed changes to the network; and

THEREFORE, BE IT RESOLVED, the NPMHU will monitor any and all proposed changes from the USPS and promote transparency of information between the USPS and all Mail Handlers; and

BE IT FURTHER RESOLVED, that the NPMHU will promote the need for on-time delivery to all postal customers; and

BE IT FURTHER RESOLVED, that the NPMHU ensure the Postal Service will comply with all provisions within the National Agreement, keeping all dislocation and inconvenience to Mail Handlers at an absolute minimum.

Internal Organizing Resolution

2024 NPMHU Convention

From: Committee on the Future (as edited by the Resolutions Committee)

WHEREAS, The National Postal Mail Handlers Union is committed to organizing all new Mail Handlers and current non-members.

WHEREAS, The National Postal Mail Handlers Union Committee on the Future has updated organizing materials to improve membership.

THEREFORE, BE IT RESOLVED, All Union Officers and Stewards shall be committed to organizing new members into this great Union.

BE IT FUTHER RESOLVED, Local Union Officers and/or Stewards shall attend every Mail Handler Orientation for new Mail Handlers Assistants (MHAs), converted MHAs, and transfers into the Mail Handler craft.

BE IT FUTHER RESOLVED, Local Union Officers and/or Stewards shall ensure that all NPMHU Form 1187s are properly completed prior to submission to HRSSC so that the Forms will not be rejected by HRSSC. This responsibility includes (i) ensuring that the Form 1187 is legible; (ii) ensuring that it contains the proper EIN, proper Finance number, Dues amount, Union Representative title and signature; and (iii) ensuring that the Form 1187 is received at HRSSC within Seven (7) days from new member signature.

BE IT FURTHER RESOLVED, Local Unions shall file grievance(s) when NPMHU Form 1187s are not processed within the first full pay period following the receipt at HRSSC as required by ELM 924.5.

BE IT FINALLY RESOLVED, that this resolution shall be distributed to Local Union Presidents with an instruction that it be distributed to all officers, stewards, and other union representatives.

**In Opposition to Plans to Privatize the Postal Service
Submitted by the Committee on the Future**

WHEREAS, the men and women of the Postal Service, as the Postal Service repeatedly states, are its most important assets; and

WHEREAS, neither the Postal Accountability and Enhancement Act of 2006 nor the Postal Reform Act of 2022 are excuses to demean the dignity of our dedicated workforce through increased privatization of postal jobs; and

WHEREAS, the issue of subcontracting has caused much dissent at the bargaining table and much dissension on the workroom floor; and

WHEREAS, the NPMHU has been successful at working with the Postal Service to in-source mail handler work at Surface Transfer Centers (STCs) and Terminal Handling Services (THSs)

THEREFORE, BE IT RESOLVED, that members of the NPMHU strongly oppose any subcontracting and/or privatization of any existing work currently being performed by postal employees and urge the continued in-sourcing of bargaining unit work, including but not limited to the processing of parcels and other work currently being performed at Mail Transport Equipment Centers (MTECs), Surface Transfer Centers (STCs), Terminal Handling Services (THSs), and any other facilities that have been or may be targeted by the Postal Service for future subcontracting.

Dignity, Respect, and Justice in the Workplace
Submitted by the Committee on the Future

WHEREAS, it is the task of the NPMHU, its affiliated Local Unions, and their thousands of dedicated representatives to organize all Mail Handlers in support of one another and to protect the interests of all Mail Handlers through the negotiation and enforcement of agreements between the Union and the U.S. Postal Service; and

WHEREAS, the NPMHU believes that all Mail Handlers deserve dignity, respect, and justice in the workplace; that workplace bullying leads to rudeness, hatred, disloyalty, and arrogance; and that workplace harassment denies our members a workplace that is free of unlawful and inappropriate conduct; and

WHEREAS, harassment and bullying are institutionalized when management condones their use. Management may write policy statements in support of dignity, respect, and justice in the workplace, but there must be consequences for the manager who harasses, bullies, and violates those policies; and

WHEREAS, harassment and bullying lead to a disruptive and hostile work environment, leaving NPMHU members intimidated and terrified to affirm their contractual rights and undermining the Union's ability to represent them; and

WHEREAS, it is the NPMHU's responsibility to promote unity, dignity, and respect through the enforcement of worker rights; and

WHEREAS, while the NPMHU successfully negotiated the inclusion of a memorandum on Dignity and Respect in the Workplace in the 2022 National Agreement, the problems of harassment and bullying persist.

THEREFORE, BE IT RESOLVED, that the NPMHU endorses a sustained struggle to promote dignity, respect, and justice in the workplace. The NPMHU will demand that the Postal Service values the diversity of Mail Handlers and remains committed to a workplace where all employees can come to work with dignity and respect.

Supporting the U.S. Mail

Submitted by the Committee on the Future

WHEREAS, the mail processed and delivered by the U.S. Postal Service has been a key component of the American communications system for more than two hundred years, since the Post Office was first enshrined in the U.S. Constitution; and

WHEREAS, the U.S. mail also serves as a crucial component of American business and commerce, especially with the increasing number of mailed packages; and

WHEREAS, the U.S. mail provides a secure and private means of communication and commerce in a fully unionized environment; and

WHEREAS, communications that are accomplished electronically are far less secure and less private, and are processed in what is largely a non-union environment; and

WHEREAS, examples of cyber breaches or other intrusions into electronic data and communications have become routine, with some intrusions instigated by domestic criminals or international terrorists;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports continued use of the U.S. mail for both private communications and secure commerce; and

BE IT FURTHER RESOLVED, that the NPMHU urges its members, families, friends, and business associates to use – to the maximum extent possible – the U.S. mail (rather than its private competitors) for all of their communication needs, including a follow-up hardcopy by U.S. mail in those situations when time-sensitive matters require use of electronic mail or facsimile.

RESOLUTION: In Support of Creating Single User or Gender-Neutral Restrooms in Postal Facilities

Submitted by: The National Women's Committee

Whereas: The Department of Labor (DOL) and the Occupational Safety and Health Administration (OSHA) requires that all employers under their jurisdiction provide employees with sanitary and available restroom facilities, so that employees will not suffer the adverse health effects that can result if adequate restrooms are not available when employees need them.

Whereas: The NPMHU acknowledges that Title VII of the Civil Rights Act of 1964 protects all Postal Employees from discrimination based on their race, color, national origin, religion and sex including pregnancy, sexual orientation, and gender identity including but not limited to transgender status.

Whereas: The NPMHU recognizes that creating gender-neutral or single user restrooms will assist in providing a safe and welcoming space for transgender and gender-nonconforming individuals who may feel uncomfortable or unsafe in gender-segregated facilities.

Whereas: The NPMHU recognizes that creating single user or gender-neutral restrooms in Postal facilities may assist in reducing discrimination and harassment based on gender identity.

Be it Resolved that NPMHU further recognizes that, in assisting the Postal Service to create single user or gender-neutral restrooms in Postal facilities, we will be taking a positive step toward equality and social progress while also promoting inclusivity and accessibility for all individuals of all gender identities and expressions.

Be it Further Resolved that the NPMHU encourages diversity and prohibits discrimination and is committed to ensuring that our members work in an environment that is free of harassment and violence and will work towards fostering a climate in which all employees may contribute equally.

RESOLUTION: SUPPORT OF THE PROVIDING URGENT MATERNAL PROTECTIONS FOR NURSING MOTHERS ACT (“PUMP ACT”)

Submitted by: The National Women’s Committee

WHEREAS, the Consolidated Appropriations Act of 2023, which introduced the PUMP Act, was signed into law by President Joe Biden on December 29, 2022, and

WHEREAS, the PUMP Act requires that employers provide a reasonable amount of break time to express milk as frequently as needed by the nursing employee, and

WHEREAS, the PUMP Act requires that employers provide a place, other than a bathroom, that is shielded from view and free from intrusion to express milk while at work, and

WHEREAS, the PUMP Act protects the nursing employees up to one year after the child’s birth, and

WHEREAS, beginning April 28, 2023, an employer who violates an employee’s right to reasonable break time and space to pump breast milk will be liable for appropriate legal or equitable remedies under the FLSA. Remedies may include employment, reinstatement, promotion, and the payment of wages lost and an additional equal amount as liquidated damages, compensatory damages and make-whole relief, such as economic losses that resulted from violations, and punitive damages where appropriate, and

WHEREAS, the National Postal Mail Handlers Union (NPMHU) is committed to supporting all nursing workers,

THEREFORE, BE IT RESOLVED, that the NPMHU commends President Biden and the 117th Congress for passing the PUMP Act.

AND BE IT FURTHER RESOLVED, that the NPMHU supports the PUMP Act and will assist our nursing workers in ensuring they are NOT discriminated or retaliated against.

RESOLUTION: SUPPORT OF THE PREGNANT WORKERS FAIRNESS ACT

Submitted by: The National Womens Committee

WHEREAS, The Pregnant Workers Fairness Act (PWFA) was signed into law by President Joe Biden and put into effect on June 18, 2024 protecting pregnant workers, and

WHEREAS, the PWFA requires that employers can not discriminate against job applicants that are pregnant, and

WHEREAS, the PWFA requires that employers provide reasonable accommodations to pregnant workers such as: additional, longer, or more flexible breaks, providing a stool to sit and work when safely applicable, changing a work schedule, temporary suspension of one or more essential functions of a job, leave for health care appointments, etc. and

WHEREAS, the PWFA protects pregnant workers from any and all punishment and/or retaliation from the employer for requesting a reasonable accommodation, and

WHEREAS, allowing pregnant workers to remain in their jobs is vital for the financial well-being of families and is beneficial for the economic health of our Union and our nation, and

WHEREAS, the National Postal Mail Handlers Union (NPMHU) is committed to supporting our Pregnant Women and their right to work,

THEREFORE, BE IT RESOLVED, that the NPMHU commends President Biden and the 118th Congress for passing the Pregnant Workers Fairness Act.

AND BE IT FURTHER RESOLVED, that the NPMHU supports the Pregnant Workers Fairness Act and will assist our pregnant workers in ensuring they are NOT discriminated against.

Resolution in Support of Teachers and Their Unions

Whereas, the National Postal Mail Handlers Union (NPMHU) recognize the critical role that educators play in shaping the future of our society by providing quality education and fostering an informed and engaged citizenry; and

Whereas, recent legislative actions in the state of Florida and across our Nation have severely undermined the collective bargaining rights and professional autonomy of teachers and educators; and

Whereas, Florida and other States has enacted laws that seek to decertify teachers' unions if membership falls below a certain threshold, thus jeopardizing the ability of these unions to effectively represent and advocate for their members; and

Whereas, anti-union measures have been introduced and implemented, including the prohibition of automatic payroll deductions for union dues, making it more difficult for unions to sustain their operations and support their members; and

Whereas, these measures represent a broader attack on workers' rights and collective action, undermining the principles of solidarity and mutual support that are foundational to the labor movement; and

Whereas, across our country, legislation has imposed restrictions on the teaching of factual history and other critical subjects, threatening academic freedom and the ability of educators to provide students with a comprehensive and honest education; and

Whereas, such restrictions include legislation that censors discussions on race, gender, and other important social issues, thereby hindering students' understanding of the diverse and complex world in which they live; and

Whereas, the attacks on educators and their unions are part of a larger national trend aimed at weakening public and private sector unions and eroding public education the greatest equalizer for democracy;

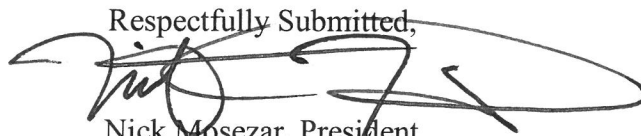
Therefore, be it resolved that the National Postal Mail Handlers Union stands in full solidarity with the teachers, educators and their unions in their struggle to maintain their collective bargaining rights and professional integrity; and

Be it further resolved that we condemn the recent legislative actions in Florida and throughout our country that seek to decertify unions, restrict payroll deductions, and censor educational content; and

Be it further resolved that we call upon our elected representatives to protect and support the rights of teachers and all workers to organize, bargain collectively, and teach factual, comprehensive curricula without fear of political retribution or censorship; and

Be it finally resolved that we pledge to support and collaborate with all teachers' unions in their efforts to resist these unjust laws and to advocate for a fair, equitable, and honest educational system for all students.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'Nick Mosezar', written over a horizontal line.

Nick Mosezar, President
NPMHU, Local 318

PROPOSED RESOLUTION: "Buy Union – Buy American"

Submitted by: Kelly Dickey; Local #322 President

WHEREAS, the workforce of the United States has been hurt both by the outsourcing of jobs to other countries and by American companies that are using foreign operations as a means of holding down wages and benefits for American jobs; and

WHEREAS, the economic hardships of unemployment and underemployment continue, and are adversely affecting the economy as a whole; and

WHEREAS, any downturn in the American economy also affects the U.S. Postal Service, with a decrease in mail volume directly caused by the circulation of fewer commercial mailings; and

WHEREAS, there are unlimited opportunities to purchase quality, Union-made and American-made goods, both in person and online; and

WHEREAS, purchasing Union-made and American-made goods will result in additional economic growth in the United States and increased mail volume for the Postal Service; and

WHEREAS, purchasing Union-made and American-made goods will help other American workers keep their jobs;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports purchasing Union-made and American-made goods; and

BE IT FURTHER RESOLVED, that the NPMHU will disseminate this message through various communication channels, such as the NPMHU website, the Mail Handler Update bulletin, and the Mail Handler magazine; and

BE IT FURTHER RESOLVED, that all Mail Handlers should spread this message through word of mouth to family and friends.

Attachment B

Delivering for America
Submitted by the National Executive Board

WHEREAS, the mission of the United States Postal Service to deliver to every household and business in America is enshrined in the United States Constitution; and

WHEREAS, the USPS developed the *Delivering for America* (DFA) plan with the goal to modernize the network while still providing reliable service to postal customers; and

WHEREAS, the DFA calls for aggressive changes under a network redesign within approximately 60 metropolitan areas throughout the country; and

WHEREAS, the USPS is conducting 59 mail processing facility reviews (MPFRs) in order to coordinate consolidations of mail processing operations; and

WHEREAS, proposed consolidations have extended initial plans of keeping consolidations centralized, with possible mail operation moves extending beyond 100 miles of the initial processing facility; and

WHEREAS, details on DFA's network redesign are extremely fluid and subject to change, leaving Mail Handlers unsure of impacts on jobs; and

WHEREAS, according to the Postal Regulatory Commission, the Postal Service failed to meet its projected targets for first-class mail service performance in fiscal year 2023 nation-wide; and

WHEREAS, postal customers have grown frustrated with delivery standards; and

WHEREAS, bipartisan, bicameral legislation has been introduced within Congress calling for moratorium on these proposed changes to the network; and

THEREFORE, BE IT RESOLVED, the NPMHU will monitor any and all proposed changes from the USPS and promote transparency of information between the USPS and all Mail Handlers; and

BE IT FURTHER RESOLVED, that the NPMHU will promote the need for on-time delivery to all postal customers; and

BE IT FURTHER RESOLVED, that the NPMHU ensure the Postal Service will comply with all provisions within the National Agreement, keeping all dislocation and inconvenience to Mail Handlers at an absolute minimum.

Internal Organizing Resolution

2024 NPMHU Convention

From: COTF

WHEREAS The National Postal Mail Handlers Union is committed to organizing all new Mail Handlers and current non-members.

WHEREAS, The National Postal Mail Handlers Union Committee on the Future has updated organizing materials to improve membership.

THEREFORE, BE IT RESOLVED, All Union Officers and Stewards shall be committed to organizing new members into this great Union

BE IT FUTHER RESOLVED, Local Union Officers, and/or Stewards shall attend every Mail Handler Orientation for new Mail Handlers Assistants (MHAs), converted MHAs, and transfers into the Mail Handler craft.

BE IT FUTHER RESOLVED, Local Union Officers, and/or Stewards, shall ensure that all NPMHU Form 1187s are properly completed prior to submission to HRSSC so that the Forms will not be rejected by HRSSC. This responsibility includes (i) ensuring that the Form 1187 is legible; (ii) ensuring that it contains the proper EIN, proper Finance number, Dues amount, Union Representative title and signature; and (iii) ensuring that the Form 1187 is received at HRSSC within Seven (7) days from new member signature.

BE IT FINALLY RESOLVED, Local Unions shall file grievance(s) when NPMHU Form 1187s are not processed within the first full pay period following the receipt at HRSSC as required by ELM 924.5

**In Opposition to Plans to Privatize the Postal Service
Submitted by the Committee of the Future**

WHEREAS, the men and women of the Postal Service, as the Postal Service repeatedly states, are its most important assets; and

WHEREAS, neither the Postal Accountability and Enhancement Act of 2006 nor the Postal Reform Act of 2022 are excuses to demean the dignity of our dedicated workforce through increased privatization of postal jobs; and

WHEREAS, the issue of subcontracting has caused much dissent at the bargaining table and much dissension on the workroom floor; and

WHEREAS, the NPMHU has been successful at working with the Postal Service to in-source mail handler work at Surface Transfer Centers (STCs) and Terminal Handling Services (THSs)

THEREFORE, BE IT RESOLVED, that members of the NPMHU strongly oppose any subcontracting and/or privatization of any existing work currently being performed by postal employees and urge the continued in-sourcing of bargaining unit work, including but not limited to the processing of parcels and other work currently being performed at Mail Transport Equipment Centers (MTECs), Surface Transfer Centers (STCs), Terminal Handling Services (THSs), and any other facilities that have been or may be targeted by the Postal Service for future subcontracting.

Dignity, Respect, and Justice in the Workplace
Submitted by the Committee of the Future

WHEREAS, it is the task of the NPMHU, its affiliated Local Unions, and their thousands of dedicated representatives to organize all Mail Handlers in support of one another and to protect the interests of all Mail Handlers through the negotiation and enforcement of agreements between the Union and the U.S. Postal Service; and

WHEREAS, the NPMHU believes that all Mail Handlers deserve dignity, respect, and justice in the workplace; that workplace bullying leads to rudeness, hatred, disloyalty, and arrogance; and that workplace harassment denies our members a workplace that is free of unlawful and inappropriate conduct; and

WHEREAS, harassment and bullying are institutionalized when management condones their use. Management may write policy statements in support of dignity, respect, and justice in the workplace, but there must be consequences for the manager who harasses, bullies, and violates those policies; and

WHEREAS, harassment and bullying lead to a disruptive and hostile work environment, leaving NPMHU members intimidated and terrified to affirm their contractual rights and undermining the Union's ability to represent them; and

WHEREAS, it is the NPMHU's responsibility to promote unity, dignity, and respect through the enforcement of worker rights; and

WHEREAS, while the NPMHU successfully negotiated the inclusion of a memorandum on Dignity and Respect in the Workplace in the 2022 National Agreement, the problems of harassment and bullying persist.

THEREFORE, BE IT RESOLVED, that the NPMHU endorses a sustained struggle to promote dignity, respect, and justice in the workplace. The NPMHU will demand that the Postal Service values the diversity of Mail Handlers and remains committed to a workplace where all employees can come to work with dignity and respect.

Supporting the U.S. Mail

Submitted by the Committee of the Future

WHEREAS, the mail processed and delivered by the U.S. Postal Service has been a key component of the American communications system for more than two hundred years, since the Post Office was first enshrined in the U.S. Constitution; and

WHEREAS, the U.S. mail also serves as a crucial component of American business and commerce, especially with the increasing number of mailed packages; and

WHEREAS, the U.S. mail provides a secure and private means of communication and commerce in a fully unionized environment; and

WHEREAS, communications that are accomplished electronically are far less secure and less private, and are processed in what is largely a non-union environment; and

WHEREAS, examples of cyber breaches or other intrusions into electronic data and communications have become routine, with some intrusions instigated by domestic criminals or international terrorists;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports continued use of the U.S. mail for both private communications and secure commerce; and

BE IT FURTHER RESOLVED, that the NPMHU urges its members, families, friends, and business associates to use – to the maximum extent possible – the U.S. mail (rather than its private competitors) for all of their communication needs, including a follow-up hardcopy by U.S. mail in those situations when time-sensitive matters require use of electronic mail or facsimile.

RESOLUTION: In Support of Creating Single Use or Gender-Neutral Restrooms in Postal Facilities

Submitted by: The National Women's Committee

Whereas: The Department of Labor's (DOL) and The Occupational Safety and Health Administration (OSHA) requires that all employers under their jurisdiction provide employees with sanitary and available restroom facilities, so that employees will not suffer the adverse health effects that can result if adequate restrooms are not available when employees need them.

Whereas: The NPMHU acknowledges that Title VII of the Civil Rights Act of 1964 protects all Postal Employees from discrimination based on their race, color, national origin, religion and sex including pregnancy, sexual orientation, and gender identity including but not limited to transgender status.

Whereas: The NPMHU recognizes that creating gender-neutral or single use restrooms will assist in providing a safe and welcoming space for transgender and gender-nonconforming individuals who may feel uncomfortable or unsafe in gender-segregated facilities.

Whereas: The NPMHU recognizes that creating single use or gender neutral restrooms in Postal Facilities may assist in reducing discrimination and harassment based on gender identity.

Be it Resolved that NPMHU further recognizes that in assisting the Postal Service to create single use or gender-neutral restrooms in Postal facilities We will be taking a positive step toward equality and social progress while also promoting inclusivity and accessibility for all individuals of all gender identities and expressions.

Be it further resolved that the NPMHU encourages diversity and prohibits discrimination and is committed to ensuring that our members work in an environment that is free of harassment and violence and will work towards fostering a climate in which all employees may contribute equally.

RESOLUTION: SUPPORT OF THE PROVIDING URGENT MATERNAL PROTECTIONS FOR NURSING MOTHERS ACT (“PUMP ACT”)

Submitted by: The National Women’s Committee

WHEREAS, the Consolidated Appropriations Act 2023, which introduced the PUMP Act, was signed into law by President Joe Biden on December 29, 2022, and

WHEREAS, the PUMP Act requires that employers provide a reasonable amount of break time to express milk as frequently as needed by the nursing employee, and

WHEREAS, the PUMP Act requires that employers provide a place, other than a bathroom, that is shielded from view and free from intrusion to express milk while at work, and

WHEREAS, the PUMP Act protects the nursing employees up to one year after the child’s birth, and

WHEREAS, beginning April 28, 2023, an employer who violates an employee’s right to reasonable break time and space to pump breast milk will be liable for appropriate legal or equitable remedies under the FLSA. Remedies may include employment, reinstatement, promotion, and the payment of wages lost and an additional equal amount as liquidated damages, compensatory damages and make-whole relief, such as economic losses that resulted from violations, and punitive damages where appropriate, and

WHEREAS, the National Postal Mail Handlers Union (NPMHU) is committed to supporting all nursing workers,

THEREFORE, BE IT RESOLVED, that the NPMHU commends President Biden and the 117th Congress for passing the PUMP Act.

AND BE IT FURTHER RESOLVED, that the NPMHU supports the PUMP Act and will assist our nursing workers in ensuring they are NOT discriminated or retaliated against.

RESOLUTION: SUPPORT OF THE PREGNANT WORKERS FAIRNESS ACT

Submitted by: The National Womens Committee

WHEREAS, The Pregnant Workers Fairness Act (PWFA) was signed into law by President Joe Biden and put into effect on June 18, 2024 protecting pregnant workers, and

WHEREAS, the PWFA requires that employers can not discriminate against job applicants that are pregnant, and

WHEREAS, the PWFA requires that employers provide reasonable accommodations to pregnant workers such as: additional, longer, or more flexible breaks, providing a stool to sit and work when safely applicable, changing a work schedule, temporary suspension of one or more essential functions of a job, leave for health care appointments, etc. and

WHEREAS, the PWFA protects pregnant workers from any and all punishment and/or retaliation from the employer for requesting a reasonable accommodation, and

WHEREAS, allowing pregnant workers to remain in their jobs is vital for the financial well-being of families and is beneficial for the economic health of our Union and our nation, and

WHEREAS, the National Postal Mail Handlers Union (NPMHU) is committed to supporting our Pregnant Women and their right to work,

THEREFORE, BE IT RESOLVED, that the NPMHU commends President Biden and the 118th Congress for passing the Pregnant Workers Fairness Act.

AND BE IT FURTHER RESOLVED, that the NPMHU supports the Pregnant Workers Fairness Act and will assist our pregnant workers in ensuring they are NOT discriminated against.

Open Bargaining and Contract Campaign Resolution:

Whereas: NPMHU national contract negotiations are a time when NPMHU members are most able to shape the direction of our union, the methods we use to fight for our demands, and set the priorities we fight for to improve the lives of mail handlers

Whereas: The NPMHU's power in the fight for a strong contract is increased when the union involves and mobilizes its members, and engages its customers - the American public - about the biggest issues facing mail handlers. The broader public can sympathize with our issues - including overwork and a rising cost of living while wages have stagnated - because they are fighting the same problems in their workplaces.

Whereas: Having an active rank and file ensures the long-term viability of our proudly democratic union by creating new leaders and activists nationwide

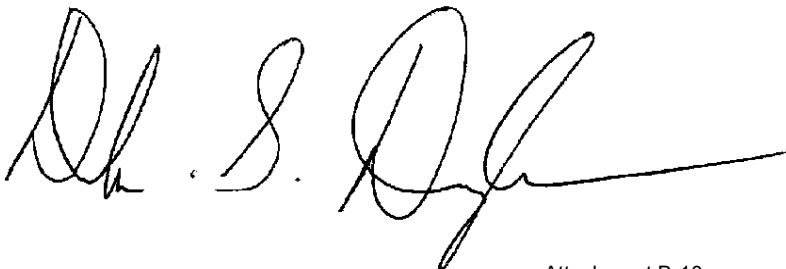
Whereas: Other unions like the United Auto Workers, Teamsters, Writers Guild of America, Screen Actors Guild, the Amazon Labor Union, and Starbucks Workers United - have successfully conducted visible contract campaigns involving large numbers of members and the public to strengthen their negotiating position and make gains in pay, benefits, working conditions, and workplace dignity.

Whereas: Many unions issue frequent bargaining updates with side-by-side comparisons of union and management proposals, in order to increase transparency, inform, agitate, and mobilize their members and the public,

Therefore be it Resolved: that NPMHU delegates of the National Convention call on the NPMHU to:

- 1) Organize an active, vibrant contract campaign that involves and mobilizes members and the public, in processing facilities and in the street, throughout the country to help us achieve the strongest possible contract at the bargaining table.
- 2) Hold rallies involving every local leading up to the formal start of negotiations highlighting our main demands, and throughout a contract campaign when necessary, activating the membership at certain key points in negotiations.
- 3) Post frequent side-by-side bargaining updates of contract negotiations on the website and in NPMHU bulletins.

SUBMITTED BY: DELEGATE DEREK DOUGLASS OF LOCAL 307



Resolution: Bargaining for Locality Pay

WHEREAS, the members of our union deserve fair and equitable compensation for their work; and

WHEREAS, Locality Pay is determined by taking into account the standard rates paid for similar work in a specific geographic area; and

WHEREAS, Locality Pay ensures that workers are paid a wage that reflects the local market conditions and prevents unfair competition based on low wages; and

WHEREAS, bargaining for locality pay will help protect and improve the living standards of our members and their families;

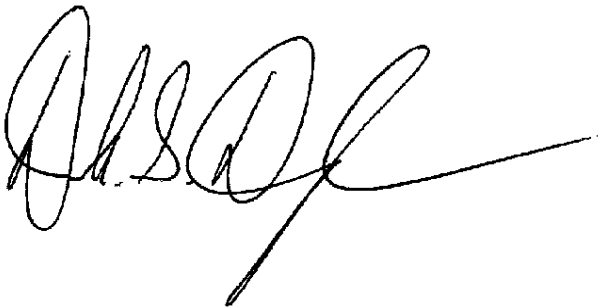
WHEREAS, the USPS' main competitors of UPS and Fedex offer Locality Pay; and the entire Federal Government is paid locality pay under the GSA and FWS wage pay scales

THEREFORE BE IT RESOLVED, that our union shall prioritize and advocate for the inclusion of Locality Pay in our collective bargaining agreement with the USPS using the GSA Locality Pay areas and GSA Locality Pay Rates ; and

RESOLVED FURTHER, that our union shall allocate necessary resources and support to ensure that our bargaining team is equipped with the information, research, and expertise needed to effectively negotiate for Locality Pay; and

RESOLVED FURTHER, that our union shall engage in outreach and education efforts to inform our members about the benefits and importance of Locality Pay, and encourage their active participation and support in advocating for this issue.

SUBMITTED BY: DELEGATE DEREK DOUGLASS OF LOCAL 307





OFFICE OF INSPECTOR GENERAL

Locality Pay

February 7, 2014





**OFFICE OF
INSPECTOR GENERAL
UNITED STATES POSTAL SERVICE**

EXECUTIVE SUMMARY

Locality Pay

The ongoing debate about the comparability of postal employee wages to their counterparts in the private sector has rarely included discussion of one key element of the U.S. Postal Service's wage structure. Private sector companies commonly pay employees based on the local cost-of-living and labor market conditions. As a result, it is well understood that someone working in Manhattan, New York will earn more than someone with an identical job in Manhattan, Kansas. The federal government recognizes this notion through well-established locality pay systems for both its white-collar and blue-collar workers. In fact, the federal government was already recognizing the importance and necessity of offering wages based on local conditions at least as early as the Civil War.

The Postal Service, however, does not pay employees based on local labor market conditions. Despite vast regional differences in labor markets and costs of living, the Postal Service pays the same wage for the same job regardless of location. As a result, postal employees can be among the highest-paid workers in some areas of the country and among the lowest-paid workers in other locations.

Paying higher wages than necessary in some locations would drive up the Postal Service's costs. Paying below market wages in other locations may make it difficult to attract and retain a qualified, motivated work force, which may affect service quality. It is likely this may happen most often in large urban locations and other areas with strong

Highlights

Unlike most national employers, the Postal Service does not adjust wages to reflect local pay rates or cost-of-living differences.

The rest of the federal government offers "locality pay" — adjusting pay based on local or regional labor markets.

The Postal Service spends over \$30 billion per year on salaries, so how those salaries are distributed across regions is an important issue.

The Postal Service should consider locality pay as a means of instituting a more fair system that could save expenses in some areas and enhance the quality and stability of its workforce in others.

Implementing locality pay would be challenging, but not impossible, and the benefits could be significant. Careful planning and focused attention will be needed.

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economic growth. As an improving economy reduces the unemployment rate, the importance of this issue may increase nationwide. Additionally, the work demanded from the Postal Service is likely to be more complex in the future. It is essential going forward that the Postal Service continue to be able to attract a skilled work force in high-cost areas like major cities.

Given the Postal Service's current financial situation, it is unlikely that it could afford to implement locality pay in a way that would incur additional costs. Nevertheless, bringing its pay systems more closely in line with the best practices of the federal government and the private sector through a locality pay system could substantially improve the long-term efficiency and value of the Postal Service's workforce, benefiting all of its stakeholders.

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Introduction

The price of labor is a critical issue for the Postal Service and its stakeholders. For a variety of reasons, labor costs comprise an overwhelming majority of the Postal Service's total budget — almost 80 percent.¹ The table below summarizes the labor costs for the major Postal Service employee categories.

Table 1: Labor Costs for Major Postal Service Employee Categories

Employee Category Name	Salary (\$)	Salary and Benefits (\$)
Clerks	8.2 billion	10.7 billion
Mailhandlers	2.6 billion	3.5 billion
City Carriers	12.0 billion	15.6 billion
Rural Carriers	4.7 billion	6.1 billion
Postmasters and Supervisors	4.4 billion	5.7 billion
Total	31.9 billion	41.8 billion

Source: National Payroll Hours Summary Report, September 21, 2012.

Any organization with such a large share of its costs directly tied to labor should ensure that it has the most efficient and effective wage system possible. We take no position on how the overall pay of postal employees compares to the private sector. However, today the Postal Service has a wage system with at least one highly unusual characteristic. Unlike other federal agencies and the vast majority of private sector companies, the Postal Service pays the same wage for the same job regardless of location. This means, for example, that a postal worker in New York City earns the same amount of money as his or her counterpart in Jefferson City, MO, where housing costs are 83 percent lower, grocery costs are 33 percent lower, utility costs are 25 percent lower, and transportation costs are 27 percent lower.²

Both the federal government and employers in the private sector pay wages based on local market conditions. They pay higher wages in areas where the cost-of-living and local salary markets are high and they pay lower wages in areas where the cost-of-living and local salary markets are low.

Unlike private sector employers, the Postal Service does not pay wages that reflect local pay rates or cost-of-living.

¹ The most important of these reasons is that daily delivery of mail to every address in the country is an inherently labor intensive activity.

² CNN Money, "Cost of Living, How Far will my Salary Go in Another City," <http://money.cnn.com/calculator/pf/cost-of-living/>. Viewed on January 9, 2014.

The Postal Accountability and Enhancement Act of 2006 (PAEA) maintained the Postal Reorganization Act's requirement that postal employees receive compensation comparable to the private sector.³ Since the Postal Service pays uniform wages across the country and the private sector pays wages that vary by individual location, no set of uniform wages could be directly comparable to the private sector.

How the Current Practice Came to Be

As much of America struggled with the turbulent years of the 1960s, the Post Office Department was contending with upheavals of its own. In addition to heated disputes over stagnating postal employee wages, many older plants were incapable of handling a recent spike in mail volume. On top of this, working conditions had deteriorated and congressional control over postal rates, wages, and operations limited the Post Office Department's ability to adapt or reform. In 1967, the Postmaster General warned Congress that the Post Office Department was in a "race with catastrophe."⁴

Frustration over stagnant postal employee wages was threatening to bring the situation to an early, potentially disastrous, conclusion. Between 1967 and 1969, Congress provided no real pay increases for postal workers, even though it had raised its own pay by over 40 percent. Meanwhile, the Consumer Price Index increased by nearly 10 percent.⁵ Because postal workers everywhere were paid the same wages, employees located in and around major cities had an especially difficult time, given the high cost-of-living in those areas. By 1970, full-time postal workers in New York City trying to support their families had to rely on public assistance, and postal workers across the nation were eligible for food stamps.⁶ Congress responded in February 1970 by proposing a 5.4 percent increase in all postal wages, but said it would not enact the increase for several weeks.

Low wages were among the Post Office Department's many problems in the late 1960s.

Enraged by Congress's delay, on March 17, 1970, postal carriers of Branch 36 in New York City immediately voted for a wildcat strike — a strike action taken without the authorization of union leaders. Over the next few days, members of other local branches in the city voted to join.⁷ On March 23, President Nixon declared a national emergency and ordered over 18,500 military personnel into 17 New York City Post

³ "It shall be the policy of the Postal Service to maintain compensation and benefits for all officers and employees on a standard of comparability to the compensation and benefits paid for comparable levels of work in the private sector of the economy." Postal Reorganization Act, 39 U.S.C. 1003.

⁴ "Fall in For Mail Call," *Life*, volume 68, number 12 (April 3, 1970), p.27.

⁵ "The Strike that Stunned the Country," *Time*, March 30, 1970; and "Consumer Price Index, All Urban Consumers, U.S. City Average, Base Period 1982-1984=100, Percent Change in Annual Average From 1967 to 1969," *Bureau of Labor Statistics*, <http://www.bls.gov/cpi/tables.htm>.

⁶ *Ibid*, please see also "Fall in for Mail Call," *Life*, p. 28 and "Vincent Sombrotto, Who Led Postal Strike, Dies at 89," *New York Times*, January 16, 2013.

⁷ "1970 Postal Strike," *New York Letter Carriers Branch 36*, <http://www.nylcbr36.org/history.htm>.

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Offices to handle the mail.⁸ In a televised address to the nation that afternoon, Nixon expressed sympathy for the postal workers' situation: "From the time I came to Congress 23 years ago, I have recognized that the hundreds of thousands of fine Americans in the mail service, the Post Office Department, are underpaid and they have other legitimate grievances."⁹ However, Nixon said that calling in the military was a necessary move to restore essential mail services.¹⁰ He also told the nation that his administration had been working with the Postmaster General for a year on a solution to the problem.

The strike quickly spread across the country. By March 24, approximately 200,000 postal workers in 13 states, from Massachusetts to California, either called in sick or walked off their jobs. The strike lasted only a little more than a week, but negotiations between Nixon Administration officials and union leaders lasted roughly a month, eventually resulting in a two-part agreement.¹¹ The first part was an immediate

6 percent pay raise for all postal workers regardless of location or participation in the strike.¹² The second part involved the passage of the Postal Reorganization Act of 1970, which provided another 8 percent pay raise for all postal workers, regardless of location. The act also abolished the Post Office Department, chartering in its place the United States Postal Service as a self-supporting, independent establishment in the executive branch.¹³

The parties who instituted the 14 percent postal pay increase in 1970 overlooked variations in local labor markets, perhaps missing an opportunity to institute some form of locality pay.

Despite the strikes appearing to show that the workers in greatest need of pay increases were located in major cities, the negotiated solution gave equal raises to all postal workers, regardless of location. Some form of locality pay could have addressed the problems in high-cost urban areas while providing smaller increases to those in low-cost areas. As the Postal Service now faces a new financial crisis, its stakeholders have an opportunity to reconsider this solution and possibly avert a future labor cost and employment crisis.

Potential Effects of Uniform Nationwide Pay

Because wage systems that account for local labor conditions are so common, it can be difficult at first to recognize the potential problems associated with a system that does not. At the most basic level, paying wages that are too low in high-cost areas may make

⁸ "Nixon Intervenes in Postal Strike," *YouTube* video, March 23, 1970, <http://www.youtube.com/watch?v=PMYdV2w0uU4>; and "Department of the Army Historical Summary: FY 1970," p. 15, <http://www.history.army.mil/books/DAHSUM/1970/ch11.htm>. See also <http://www.gao.gov/products/476703#mt=e-report> and <http://www.lawandfreedom.com/site/executive/execorders/Nixon.pdf>.

⁹ "Nixon Intervenes in Postal Strike," *YouTube* video, March 23, 1970, <http://www.youtube.com/watch?v=PMYdV2w0uU4>.

¹⁰ Smithsonian National Postal Museum, "The 1970 Postal Strike," *Pushing the Envelope*, March 17, 2010, <http://postalmuseumblog.si.edu/2010/03/the-1970-postal-strike.html>.

¹¹ *Ibid.*

¹² Retroactive to late December 1969.

¹³ The U.S. Postal Service entered into its first collective bargaining agreement with its employee unions in January 1971.

it difficult to attract and retain the quality work force necessary to best serve customers. This also can discourage the movement of knowledgeable, experienced people from low-cost areas to high-growth, high-cost areas because maintaining the same salary would result in a significant decline in standard of living. Alternately, paying more than is required to attract a quality work force in lower-cost areas is an inefficient use of resources. Table 2 below compares the annual mean wages of selected occupations in two different areas: Manhattan, New York and Manhattan, Kansas.

Table 2: Comparison of Postal and Non-Postal Wages

EQUAL PAY FOR EQUAL WORK?

The Postal Service's uniform wage system can leave some postal employees overpaid relative to other workers in their regions, while leaving others underpaid. Pay scales in Manhattan, New York, for example, and Manhattan, Kansas differ dramatically — but not for Postal Service workers who earn similar salaries in both locations.

Job Category	Manhattan, New York	Manhattan, Kansas
Postal Carrier	\$51,720*	\$51,400
Secondary School Teachers	\$77,400	\$45,720
Gas Pump Operator	\$52,840†	\$36,120
Paralegals/Legal Assistants	\$56,450	\$42,260
Accountants/Auditors	\$52,840	\$52,840
Delivery Service Drivers	\$39,640	\$30,840

Source: Bureau of Labor Statistics, "May 2012 Occupation Profiles," http://www.bls.gov/oes/current/oes_stru.htm.

* Employees in New York City and other high-cost urban areas sometimes accrue more hours of overtime. This, rather than base wages, accounts for the slightly higher postal pay in New York.

† SOC 53-7071 Gas Compressor and Gas Pumping Station Operators. Wage information only available at state level for this position.

The United States Postal Service Office of Inspector General (OIG) met with the Postal Service's chief human resources officer and his staff on April 30, 2013 to solicit the Postal Service's views on locality pay and to ask for related information on labor quality and employee recruitment. The Postal Service told the OIG that it has had little problem filling positions, especially in this time of elevated unemployment. However, the recent mail backups in the northwest North Dakota town of Williston have already been linked to the loss of experienced employees and understaffing. The area's competitive oilfield wages, low unemployment, and high cost-of-living appear to be to blame as the town's Post Office struggled to fill its open positions before the 2013 holiday rush.¹⁴ As the economic recovery results in a reduced unemployment rate, this type of crisis could be repeated elsewhere. Skilled postal employees in other high-cost locations could leave the Postal Service to seek jobs that offer higher pay. While it is likely that strong employee benefits may have suppressed turnover among postal employees to date, proposals to reduce these benefits could eliminate this advantage.

Representatives from the National Association of Postal Supervisors (NAPS) have noted another troubling consequence of the Postal Service's national wage system: experienced and effective postal supervisors often resist pressure to relocate to high-cost areas. In fact, NAPS said many valuable supervisors and employees seek relocation to low-cost areas.¹⁵ On an individual level, this weakens incentives for career advancement. On an organizational level, this undermines the effectiveness and productivity of the workforce in high-cost areas and forces facilities there to hire unproven and inexperienced applicants more often. Additionally, the high cost-of-living in these areas is often associated with strong economic performance. As strong economic performance in a region leads to increased mail volume from that region, the postal facilities in these regions are vital to the Postal Service.¹⁶ Uniform national pay may be harming retention and advancement of quality workers in high-cost areas more than postal management has allowed.

History of Impact on Federal Workforce

As mentioned earlier, the federal government noted the issues with a uniform pay system at least as early as the Civil War. However, there have been periods in which the federal government paid some of its employees at uniform national rates. In the late 1980s, the federal government maintained uniform national pay for its white-collar workforce, directly leading to problems with the recruitment, hiring, and retention of qualified employees. These problems were especially dire in a few major metropolitan areas where recruiting qualified white-collar workers had become virtually impossible. According to one study, "In the high pay areas like New York and Los Angeles the number of vacancies in some offices threatened to disrupt agency operations... [and]

¹⁴ "Mail backed up in North Dakota oil boom town," *Associated Press*, November 26, 2013, <http://www.businessweek.com/ap/2013-11-26/mail-backed-up-in-north-dakota-oil-boom-town>.

¹⁵ NAPS, in discussion with the authors, June 5, 2013.

¹⁶ "Mail Goes Where the Money Is: A Study of Rural Mail Delivery in the United States," Marshall Kolin and Edward J. Smith, 1999.

officials in these areas referred to the local situation as a crisis."¹⁷ This crisis was later addressed with the development of the GS system.

Private Sector Pay Systems

Private sector employers typically pay wages that reflect regional differences in cost-of-living and prevailing market wages. Accordingly, private-sector employees with the same skills and experience and with the same jobs in different parts of the country generally earn different pay, more in areas with higher cost-of-living or prevailing wages, and less in areas where these are less.

Some national private sector employers have successfully worked with their unions to include locality pay in labor contracts.

While paying wages consistent with local labor markets is common practice, for national companies with large unions, this can be more complicated. For this reason, some private-sector companies with national presence have negotiated uniform wage systems with their employees, including in the automotive and aerospace manufacturing industries. However, such industries can choose to locate their facilities in areas with low labor

costs. They do not have the Postal Service's fully nationwide presence and can be less sensitive to regional variations in labor costs.

In discussions with the OIG, the Postal Service highlighted the problems of developing a locality pay agreement with its unions.¹⁸ However, this is doable, and it is being done in the private sector. There are numerous examples of major companies with national workforces bargaining with their unions to include some forms of locality pay. AT&T, Kroger, United Parcel Service (UPS), and the Pipeline Contractors Association have all negotiated agreements that provide for different levels of pay in different locations, as discussed below.

AT&T bargains collectively with the Communications Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW). AT&T conducts negotiations with CWA at the CWA district level; consequently, different geographic groups of AT&T unionized employees work under different contracts. Thus, the bargaining structure for AT&T and the CWA not only allows for wage differences between the different CWA districts, but also explicitly incorporates wage variations within a district.

Kroger, a nationwide grocery chain, bargains collectively with a number of local unions affiliated with several national unions. Currently, Kroger and its unions have approximately 300 collective bargaining agreements in place. During 2013, Kroger has negotiated with unions in Indianapolis, Houston, Seattle, Dallas, and Cincinnati. By

¹⁷ Howard Risher and Charles Fay, "Federal Pay Reform: A Response to an Emerging Crisis," *Public Personnel Management*, volume 20, number 3 (Fall 1991), p. 387.

¹⁸ (Chief Human Resources Officer and Executive Vice President, United States Postal Service), in discussion with the authors, April 30, 2013.

negotiating at the local level, the collective bargaining agreements can reflect the labor market conditions of those localities.

UPS negotiates nationally with the International Brotherhood of Teamsters. Their current national agreement contains a national wage schedule for employees, but the national contract specifies that the supplementary agreements with Teamster locals in different parts of the United States can override the nationally bargained contract, including the wage structure. In the contract of 2007, UPS negotiated supplemental contracts with a number of the Teamster locals. The supplemental contract with the Northern California locals, for example, contains a schedule of job descriptions and corresponding rates of pay different from national contracts. The locality pay adjustments in these schedules are small, but nonetheless acknowledge the regional differences in the UPS labor pool.

The national collective bargaining agreement between the Pipeline Contractors Association (PCA), a trade group formed to handle labor relations in the petroleum and pipeline construction industries, and four of the industry's unions is particularly notable. The negotiated contracts have established wage scales that differ not only by state, but also by zones within many states. This demonstrates that a national agreement on localized wage areas is possible.

To summarize, there are two basic approaches to national bargaining over locality pay. In the first and significantly more complicated approach, national employers negotiate directly with individual locals or districts of national unions, making it possible to obtain labor agreements that reflect local labor market conditions. In the second, more simple approach, national employers and unions come to a single agreement to assign different wage rates for different areas of the country based on well-established and commonly used wage indices.

Federal Pay Systems

Blue-Collar

The federal government factors in locality pay when determining the salaries for both its blue-collar and white-collar workers. Congress enacted the first comprehensive nationwide approach to determining locality pay for federal blue-collar workers in 1972 with the Federal Wage System (FWS).

The federal government's own research indicates that federal pay levels should be comparable with the private sector, and this requires locality pay.

The goal of the FWS is to ensure that the pay of federal blue-collar workers is comparable to private sector pay in each local wage area.¹⁹ It does this through surveys and statistical studies of local prevailing wages. There are 132 different wage areas in

¹⁹ Department of Defense, Defense Civilian Personnel Advisory Service, "History of Wage," <http://www.cprms.osd.mil/Subpage/Wage/HistoryOfWage/>.

the United States under the FWS, allowing for a wide spectrum of pay for similar jobs in different wages areas.

Tables 3 and 4 below show a comparison of the hourly wages for warehouse workers and electricians with six years of experience in different locations.²⁰ Because three of these locations are usually considered high-cost (San Francisco, New York City, and Boston) and three are usually considered low-cost (Oklahoma City, Montana, and southern Missouri), these tables help us see how much prevailing private sector pay influences the wages workers earn for doing the same job. A worker in San Francisco, for example, will earn much higher wages than a worker with the same job would earn in southern Missouri.

Table 3: 2013 FWS Hourly Wage Rates for Warehouse Workers

FWS Wage Area	FWS Hourly Wage Rate	% of Southern Missouri FWS Hourly Wage Rate
San Francisco	\$24.45	143%
New York City	\$23.02	135%
Boston	\$20.76	121%
Oklahoma City	\$20.08	117%
Montana	\$19.81	116%
Southern Missouri	\$17.09	100%

Source: 2013 Federal Wage System Salary Schedules.

Table 4: 2013 FWS Hourly Wage Rates for Electricians

FWS Wage Area	FWS Hourly Wage Rate	% of Southern Missouri FWS Hourly Wage Rate
San Francisco	\$33.46	141%
Boston	\$29.71	125%
Montana	\$28.53	120%
New York City	\$26.79	113%
Oklahoma City	\$26.22	110%
Southern Missouri	\$23.79	100%

Source: 2013 Federal Wage System Salary Schedules.

White-Collar

During the federal government's period of difficulty with white-collar employee recruitment and retention in the 1980s, the General Accounting Office (GAO) examined the federal government's employee pay systems. In 1989, GAO confirmed its findings

²⁰Office of Personnel Management, "Fact Sheet: Federal Wage System," <http://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/federal-wage-system/facts-about-the-federal-wage-system/>.

before the House Government Operations Committee, specifically citing a relationship between cost-of-living and employee retention. Its research indicated that federal employees in high-cost areas quit their jobs at rates over twice as high as employees in low-cost areas.²¹

In the same year, the Office of Personnel Management (OPM) undertook a major project exploring the feasibility of converting the General Schedule (GS) scale into a "market-sensitive" pay system.²² The project included a review of previous federal studies of making such a conversion. Those studies shared two findings:

- A uniform national salary schedule results in overpaying employees in some locations and underpaying them in others.
- Federal pay levels should be comparable with prevailing levels in the private sector.²³

With the passage of the Federal Employees Pay Comparability Act in 1990, the revised GS scale established local salary schedules incorporating locality pay. The salary tables are intended to be comparable to those of non-federal employees in the same locality with similar experience and jobs. Locality pay formally took effect for GS employees in 1994 and remains a standard part of the federal white-collar pay system to this day.²⁴

Currently the GS includes locality pay for 34 areas around the country, 33 of which are specific geographic areas of varying size — some defined as metropolitan areas, others extending beyond metropolitan areas, and still others covering entire states.²⁵ The GS designated the 34th locality as the "Rest of the United States" which acts as a base. The processes for determining GS scale base pay and locality adjustments are highly technical and outside the scope of this paper. However, like FWS, it factors in surveys of non-federal pay in each wage area. Please see Appendix A for a summary of the non-federal pay index for fiscal year (FY) 2012. This forms the basis for the current GS locality pay system for white-collar federal workers.²⁶

²¹ U.S. General Accounting Office, *Locality Pay for Federal Employees*, July 26, 1989, GAO/T-GGD-89-27. Please note that the agency is now known as the U.S. Government Accountability Office. The House Government Operations Committee is now known as the House Committee on Oversight and Government Reform.

²² U.S. Office of Personnel Management and the Wyatt Company, *Study of Federal Employee Locality Pay*, July 1989, p. 2.

²³ *Ibid.*, pp. 3-9.

²⁴ Office of Personnel Management, "Federal Employees Comparability Act of 1990," <http://archive.opm.gov/feddata/html/paystructure/2004/fezca1990.asp>.

²⁵ In its most recent report, the President's Pay Agent proposed the identification of 12 additional locations for locality-based pay adjustments starting in January 2014. Table 4 in Appendix A includes both the 34 current and 12 proposed local pay areas from the May 7, 2013 report.

²⁶ Note that the recommended GS locality pay adjustments have not been made in some years, thus salaries currently in effect for white-collar federal employees do not fully include the non-federal wage index shown in Appendix A. As such, federal white-collar employees in high-cost areas are currently paid relatively less than the regional indices would indicate.

Benefits of a Locality Pay System

Implementing a system of locality pay could have numerous benefits for the Postal Service, its stakeholders, and the entire country:

- Locality pay would allow the Postal Service to more fairly treat workers in high-cost areas. Right now, postal workers in high-cost areas are underpaid relative to postal workers in low-cost areas for doing the same work.
- Offering pay comparable to the private sector in urban areas and other high-cost areas will strengthen the Postal Service's ability to recruit and retain a skilled workforce. As discussed previously, employee retention and the subsequent mail back-ups are already problems in Williston, North Dakota, an area with high local wages, high cost-of-living, and a low unemployment rate. As an improving economy reduces the unemployment rate nationally, locality pay may become increasingly necessary to maintain an effective workforce in all areas of the country. To the extent that benefits become more similar to the private sector over time, this will only become more important.
- Offering pay comparable to the private sector in low-cost areas could reduce the Postal Service's wage expenses in those areas over time and as employees retire. As prevailing wages are significantly lower in these areas, the Postal Service does not need to pay higher wages than necessary to recruit quality employees in those localities.

Implementation

It is clear that locality pay could have significant benefits for the Postal Service and its stakeholders. Despite this, in discussions with the OIG, the Postal Service has made the reasonable statement that making such changes in practice could be difficult. Implementation would likely require overcoming a number of complications and obstacles. That said, other national employers have made similar changes. The Postal Service can learn from numerous past examples in the private and public sectors, including the federal government's own implementation of locality pay.

Stakeholders must recognize that the Postal Service negotiates pay with its unions and engages in discussions on pay with its management associations. Therefore, any attempt to institute locality pay must involve these groups. Please see Appendix B for a summary of how each major employee group at the Postal Service is divided into the high-cost local pay areas and the Rest of US as defined in Appendix A.

The Postal Service could review the process and lessons learned from the introduction of locality pay for GS (white-collar) and FWS (blue-collar) employees. The Postal Service could also consider consulting with the President's Pay Agent, the office responsible for overseeing locality pay issues for federal white-collar employees.

Postal management has valid concerns about how difficult the implementation of locality pay could be. However, postal management should not let these potential challenges stand in the way. As was the case in 1970, the immediate need for postal reform presents a special opportunity to include a system of locality pay within a broad package of changes.

Conclusion

Currently, the Postal Service is in the midst of a financial crisis just as the Post Office Department was in crisis for different reasons in the late 1960s. Major reasons for that earlier crisis were the large growth in mail volume and uncompetitive wages in large metropolitan areas. Today's financial crisis grew from the economic slowdown, shifts to electronic alternatives, and the attendant large drop in mail volume. Now, as was the case 40 years ago, there is an opportunity to act. However, unlike 40 years ago, the Postal Service has the chance to prevent a further wage and employee crisis before it happens. If large numbers of postal employees begin to flee the Postal Service in high-cost areas beyond the oilfield boomtowns of North Dakota, the Postal Service will be forced to implement a solution from a crisis position, just as it had to do in 1970.

Given the Postal Service's current financial situation, it is unlikely that it could afford to implement locality pay in a way that would incur additional costs. Providing wages more consistent with local labor markets would not necessarily increase or decrease overall labor costs. The cost of labor is the largest portion of the Postal Service's budget, and this is unlikely to change anytime soon because of the inherently labor intensive nature of much of the work. As such, it is critical that the Postal Service's wage system serve its employees and ratepayers as efficiently as possible.

It is essential that the Postal Service supply the highest quality of customer service at the right price. It must continue to hire qualified, efficient workers who will provide excellent service at wages comparable to the wages in their respective fields. Locality pay would bring the Postal Service's pay system more closely in line with the best practices of the private sector and the rest of the federal government. This would make the Postal Service a more competitive employer, maximize its efficiency, and prepare it to meet the needs of the future.

Appendix A Non-Federal Pay Index, 2012

This table compares the level of pay in non-federal jobs in local pay areas. For example, in 2012, a person in San Jose earned 44 percent more than a person with the same position in the Rest of US. This index is used to help create the locality pay adjustments for white-collar federal employees under the General Schedule.

Table 5: Non-Federal Pay Index 2012

Local Pay Area	Non-Federal Pay Index
San Jose	144
Washington D.C.	135
New York City	131
San Diego	131
Los Angeles	130
Alaska	125
Houston	125
Seattle	123
Sacramento	123
Denver	123
Boston	122
Philadelphia	122
Hartford	121
Laredo	119
Detroit	118
Chicago	118
Las Vegas	116
Dallas	116
Minneapolis	115
Huntsville	114
Portland	114
Atlanta	113
Albany	112

Local Pay Area	Non-Federal Pay Index
Phoenix	111
Buffalo	111
Colorado Springs	111
Miami	110
St. Louis	110
Harrisburg	110
Hawaii	109
Pittsburgh	109
Austin	109
Tucson	109
Raleigh	109
Dayton	109
Milwaukee	108
Richmond	108
Palm Bay	107
Columbus	107
Charlotte	107
Cincinnati	106
Cleveland	106
Davenport	106
Albuquerque	105
Indianapolis	102
Rest of US	100

Source: Annual Report of The President's Pay Agent 2012, May 7, 2013, p. 20, Table 2.

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Appendix B Distribution of Postal Service Employees by Major Group and Work Region

This table compares the number of Postal Service employees in the High-Cost Local Pay Areas to the number in the Rest of US by major employee group.²⁷

Table 6: Postal Service Employee Counts by Major Group and Work Region

Postal Service Employee Group	High-Cost Local Pay Areas	Percent of total	Rest of US	Percent of total
Clerks	81,206	57%	62,467	43%
City Carriers	117,783	64%	66,795	36%
Mailhandlers	28,470	72%	11,216	28%
Rural Carriers	32,546	31%	72,284	69%
Non-Bargaining	21,025	48%	22,606	52%

Source: USPS On-Roll and Paid Employee Statistics, February 22, 2013 (and Tables 9-13).

²⁷ Rest of US is defined as all areas of the country not specifically included in one of the 45 high-cost local pay areas described in Appendix A.

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The table below shows the geographic distribution of Postal Service Mailhandlers across each local pay area.

Table 9: Distribution of Mailhandlers across Local Pay Areas in February 2013

Local Pay Area	Count	% of Total
Allanta	983	2.5%
Boston	1,431	3.6%
Buffalo	172	0.4%
Chicago	2,091	5.3%
Cincinnati	559	1.4%
Cleveland	391	1.0%
Columbus	285	0.7%
Dallas	1,220	3.1%
Dayton	81	0.2%
Denver	774	2.0%
Detroit	690	1.7%
Hartford	979	2.5%
Houston	542	1.4%
Huntsville	35	0.1%
Indianapolis	404	1.0%
Los Angeles	2,396	6.0%
Miami	661	1.7%
Milwaukee	397	1.0%
Minneapolis	525	1.3%
New York	5,465	13.8%
Philadelphia	1,541	3.9%
Phoenix	441	1.1%
Pittsburgh	787	2.0%
Portland	313	0.8%
Raleigh	224	0.6%
Richmond	337	0.8%
Sacramento	378	1.0%
San Diego	355	0.9%
San Jose	1,549	3.9%
Seattle	651	1.6%
Washington	1,616	4.1%
Alaska	57	0.1%
Hawaii	140	0.4%
Rest of US	11,216	28.3%
Total	39,686	100.0%

Source: USPS On-Roll and Paid Employee Statistics, February 22, 2013.

Schedule 9--Locality-Based Comparability Payments

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2024)

<u>Locality Pay Area*</u>	<u>Rate</u>
Alaska.....	31.96%
Albany-Schenectady, NY-MA.....	20.25%
Albuquerque-Santa Fe-Las Vegas, NM.....	18.05%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL.....	23.45%
Austin-Round Rock-Georgetown, TX.....	19.99%
Birmingham-Hoover-Talladega, AL.....	17.91%
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT.....	31.97%
Buffalo-Cheektowaga-Olean, NY.....	21.99%
Burlington-South Burlington-Barre, VT.....	18.97%
Charlotte-Concord, NC-SC.....	19.26%
Chicago-Naperville, IL-IN-WI.....	30.41%
Cincinnati-Wilmington-Maysville, OH-KY-IN.....	21.69%
Cleveland-Akron-Canton, OH-PA.....	22.01%
Colorado Springs, CO.....	19.73%
Columbus-Marion-Zanesville, OH.....	21.80%
Corpus Christi-Kingsville-Alice, TX.....	17.40%
Dallas-Fort Worth, TX-OK.....	26.91%
Davenport-Moline, IA-IL.....	18.66%
Dayton-Springfield-Kettering, OH.....	21.14%
Denver-Aurora, CO.....	29.88%
Des Moines-Ames-West Des Moines, IA.....	17.68%
Detroit-Warren-Ann Arbor, MI.....	28.82%
Fresno-Madera-Hanford, CA.....	17.15%
Harrisburg-Lebanon, PA.....	19.10%
Hartford-East Hartford, CT-MA.....	31.62%
Hawaii.....	21.79%
Houston-The Woodlands, TX.....	34.72%
Huntsville-Decatur, AL-TN.....	21.48%
Indianapolis-Carmel-Muncie, IN.....	17.89%
Kansas City-Overland Park-Kansas City, MO-KS.....	18.65%
Laredo, TX.....	21.33%
Las Vegas-Henderson, NV-AZ.....	19.23%
Los Angeles-Long Beach, CA.....	35.84%
Miami-Port St. Lucie-Fort Lauderdale, FL.....	24.42%
Milwaukee-Racine-Waukesha, WI.....	22.15%
Minneapolis-St. Paul, MN-WI.....	27.15%
New York-Newark, NY-NJ-CT-PA.....	37.24%
Omaha-Council Bluffs-Fremont, NE-IA.....	17.94%
Palm Bay-Melbourne-Titusville, FL.....	17.60%
Philadelphia-Reading-Camden, PA-NJ-DE-MD.....	28.55%
Phoenix-Mesa, AZ.....	22.02%
Pittsburgh-New Castle-Weirton, PA-OH-WV.....	20.78%
Portland-Vancouver-Salem, OR-WA.....	25.66%
Raleigh-Durham-Cary, NC.....	21.90%
Reno-Fernley, NV.....	17.11%
Richmond, VA.....	21.91%
Rochester-Batavia-Seneca Falls, NY.....	17.35%
Sacramento-Roseville, CA-NV.....	29.16%
San Antonio-New Braunfels-Pearsall, TX.....	18.49%
San Diego-Chula Vista-Carlsbad, CA.....	33.05%
San Jose-San Francisco-Oakland, CA.....	45.41%
Seattle-Tacoma, WA.....	30.81%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID.....	17.18%
St. Louis-St. Charles-Farmington, MO-IL.....	19.63%
Tucson-Nogales, AZ.....	18.92%
Virginia Beach-Norfolk, VA-NC.....	18.46%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA.....	33.26%
Rest of U.S.....	16.82%

* Locality Pay Areas are defined in 5 CFR 531.603.

RE: MHA COMPLIANCE REPORT PPO4 FY24

45,920 8,704

NDCs, L&DC - (Includes Pending Paid employees)

BC CLUSTER INSTALLATION NAME DIST CODE DISTRICT Career MH MHA MHA CEL Locality Pay Rate Level 4 Step P MHA

BC CLUSTER	INSTALLATION NAME	DIST CODE	DISTRICT	Career MH	MHA	MHA CEL	Locality	Pay Rate	Level	4	Step	P	MHA
BC120440	Atlanta(GA) Bid Cluster	300	ATLANTA PFC	741	151	185	23.45%	43.31	22.98				
BC123569	North Metro(GA) Proc/Dist Cr Bid Cluster	300	ATLANTA PFC	338	78	84	23.45%	43.31	22.98				
BC125200	RI INSERT	300	ATLANTA PFC	0	453	0	23.45%	43.31	22.98				
BC234554	Hyattsville(MD) Bid Cluster	200	CAPITAL PFC	2	0	0	33.26%	46.76	24.81				
BC237884	Rockville(MD) Bid Cluster	200	CAPITAL PFC	2	0	0	33.26%	46.76	24.81				
BC238478	Silver Spring(MD) Bid Cluster	200	CAPITAL PFC	3	0	0	33.26%	46.76	24.81				
BC237481	Southern Md Prod/Dist Cr Bid Cluster	200	CAPITAL PFC	422	201	105	33.26%	46.76	24.81				
BC238751	Suburban Md Prod/Dist Cr Bid Cluster	200	CAPITAL PFC	84	10	21	33.26%	46.76	24.81				
BC239324	Waldorf(MD) Bid Cluster	200	CAPITAL PFC	2	0	0	33.26%	46.76	24.81				
BC105000	Washington(DC) Bid Cluster	200	CAPITAL PFC	194	23	48	33.26%	46.76	24.81				
BC230216	Annapolis(MD) Bid Cluster	210	CAPITAL PFC	1	0	0	33.26%	46.76	24.81				
BC230387	Baltimore Im Proc/Dist Cr (MD) Bid Cluster	210	CAPITAL PFC	214	31	53	33.26%	46.76	24.81				
BC230378	Baltimore(MD) Bid Cluster	210	CAPITAL PFC	307	55	76	33.26%	46.76	24.81				
BC230675	Bethesda(MD) Bid Cluster	210	CAPITAL PFC	1	1	0	33.26%	46.76	24.81				
BC222826	Easton(MD) Bid Cluster	210	CAPITAL PFC	26	5	6	33.26%	46.76	24.81				
BC233348	Fredrick(MD) Bid Cluster	210	CAPITAL PFC	2	0	0	33.26%	46.76	24.81				
BC235584	Lanherville-Timonium(MD) Bid Cluster	210	CAPITAL PFC	1	0	0	33.26%	46.76	24.81				
BC451480	Charleston(SC) Bid Cluster	290	GREATER SOUTH CAROLI	99	12	24	16.82%	40.99	21.75				
BC451800	Columbia(SC) Bid Cluster	290	GREATER SOUTH CAROLI	166	37	41	16.82%	40.99	21.75				
BC452940	Florence(SC) Bid Cluster	290	GREATER SOUTH CAROLI	5	1	1	16.82%	40.99	21.75				
BC453620	Greenville(SC) Bid Cluster	290	GREATER SOUTH CAROLI	234	30	58	16.82%	40.99	21.75				
BC458320	Spartanburg(SC) Bid Cluster	290	GREATER SOUTH CAROLI	2	0	0	16.82%	40.99	21.75				
BC463193	Greensboro NTWK Dist Cr(NC) Bid Cluster	270	GREENSBORO PFC	148	84	37	16.82%	40.99	21.75				
BC463192	Greensboro(NC) Bid Cluster	270	GREENSBORO PFC	310	67	77	16.82%	40.99	21.75				
BC366352	Raleigh(NC) Bid Cluster	270	GREENSBORO PFC	260	54	65	21.90%	42.74	22.69				
BC366608	Rocky Mount(NC) Bid Cluster	270	GREENSBORO PFC	26	6	6	16.82%	40.99	21.75				
BC361392	Charlotte(NC) Bid Cluster	280	MID-CAROLINAS PFC	378	262	94	19.26%	41.84	22.2				
BC362680	Fayetteville(NC) Bid Cluster	280	MID-CAROLINAS PFC	138	15	34	16.82%	40.99	21.75				
BC516541	Northern Virginia Proc/Dist Cr Bid Cluster	220	NORTHERN VIRGINIA PE	182	31	45	33.26%	46.76	24.06				
BC512704	Dulles (VA) Proc/Dist Cr Bid Cluster	220	NORTHERN VIRGINIA PE	193	22	48	33.26%	46.76	24.06				
BC519318	Vienna(VA) Bid Cluster	220	NORTHERN VIRGINIA PE	1	0	0	16.82%	40.99	21.75				
BC519805	Winchester(VA) Bid Cluster	220	NORTHERN VIRGINIA PF	2	0	0	16.82%	40.99	21.75				
BC511716	Charlottesville(VA) Bid Cluster	230	RICHMOND PFC	7	4	1	16.82%	40.99	21.75				
BC513978	Hampton(VA) Bid Cluster	230	RICHMOND PFC	5	0	1	18.46%	41.56	22.05				

BC516522
BC517650
BC233672
BC360304
BC551458
BC517716
BC410128
BC410636
BC412268
BC413484
BC413568
BC414408
BC414583
BC416784
BC417540
BC419260
BC419492
BC172551
BC204600
BC204748
BC204788
BC380084
BC381323
BC381666
BC384851
BC388260
BC389219
BC381604
BC381792
BC382093
BC387875
BC389240
BC416088
BC416545
BC330300
BC331260
BC331540
BC096820

230	RICHMOND PFC	CAP METRO	132	9	33	18.46%	41.56	22.05
230	RICHMOND PFC	CAP METRO	533	136	133	16.82%	40.99	21.75
210	CAPITAL PFC	CAP METRO	1	0	0	33.26%	46.76	24.06
280	MID-CAROLINAS PFC	CAP METRO	2	0	0	16.82%	40.99	21.75
250	APPALACHIAN PFC	EASTERN	127	24	31	16.82%	40.99	21.75
250	APPALACHIAN PFC	EASTERN	93	12	23	16.82%	40.99	21.75
170	CENTRAL PENNSYLVANIA	EASTERN	2	0	0	16.82%	40.99	21.75
170	CENTRAL PENNSYLVANIA	EASTERN	2	0	0	16.82%	40.99	21.75
170	CENTRAL PENNSYLVANIA	EASTERN	2	0	0	16.82%	40.99	21.75
170	CENTRAL PENNSYLVANIA	EASTERN	1	0	0	19.10%	41.79	22.17
170	CENTRAL PENNSYLVANIA	EASTERN	134	26	33	19.10%	41.79	22.17
170	CENTRAL PENNSYLVANIA	EASTERN	188	34	47	19.10%	41.79	22.17
170	CENTRAL PENNSYLVANIA	EASTERN	3	0	0	16.82%	40.99	21.75
170	CENTRAL PENNSYLVANIA	EASTERN	70	9	17	16.82%	40.99	21.75
170	CENTRAL PENNSYLVANIA	EASTERN	6	1	1	16.82%	40.99	21.75
170	CENTRAL PENNSYLVANIA	EASTERN	6	1	1	16.82%	40.99	21.75
400	KENTUCKIANA PFC	EASTERN	32	5	8	16.82%	40.99	21.75
400	KENTUCKIANA PFC	EASTERN	42	9	10	16.82%	40.99	21.75
400	KENTUCKIANA PFC	EASTERN	4	0	1	16.82%	40.99	21.75
400	KENTUCKIANA PFC	EASTERN	262	41	65	16.82%	40.99	21.75
440	NORTHERN OHIO PFC	EASTERN	111	22	27	21.69%	42.7	22.65
440	NORTHERN OHIO PFC	EASTERN	16	2	4	21.69%	42.7	22.65
440	NORTHERN OHIO PFC	EASTERN	425	68	106	21.69%	42.7	22.65
440	NORTHERN OHIO PFC	EASTERN	10	0	2	21.69%	42.7	22.65
440	NORTHERN OHIO PFC	EASTERN	42	6	10	16.82%	40.99	21.75
440	NORTHERN OHIO PFC	EASTERN	24	3	6	20.78%	42.38	22.48
450	OHIO VALLEY PFC	EASTERN	282	74	70	21.69%	42.7	22.65
450	OHIO VALLEY PFC	EASTERN	313	70	78	21.69%	42.7	22.65
450	OHIO VALLEY PFC	EASTERN	354	61	88	21.80%	42.73	22.67
450	OHIO VALLEY PFC	EASTERN	64	12	16	21.14%	42.5	22.55
450	OHIO VALLEY PFC	EASTERN	1	0	0	16.82%	40.99	21.75
450	OHIO VALLEY PFC	EASTERN	1	0	0	21.80%	45.1	23.9
190	PHILADELPHIA METROPO	EASTERN	9	1	2	28.55%	45.1	23.9
190	PHILADELPHIA METROPO	EASTERN	534	123	133	28.55%	45.1	23.9
190	PHILADELPHIA METROPO	EASTERN	518	84	129	28.55%	45.1	23.9
80	SOUTH JERSEY PFC	EASTERN	2	0	0	28.55%	45.1	23.9
80	SOUTH JERSEY PFC	EASTERN	3	0	0	28.55%	45.1	23.9
80	SOUTH JERSEY PFC	EASTERN	3	0	0	28.55%	45.1	23.9
80	SOUTH JERSEY PFC	EASTERN	3	0	0	28.55%	45.1	23.9
80	SOUTH JERSEY PFC	EASTERN	174	35	43	28.55%	45.1	23.9

BC091760	Dover(DE) Bid Cluster	80	SOUTH JERSEY PFC	EASTERN	3	0	0	0	28.55%	45.1	23.9
BC334140	Lakewood(ND) Bid Cluster	80	SOUTH JERSEY PFC	EASTERN	3	0	0	0	28.55%	45.1	23.9
BC095170	Newark(DE) Bid Cluster	80	SOUTH JERSEY PFC	EASTERN	4	0	0	1	28.55%	45.1	23.9
BC336720	Pleasantville(ND) Bid Cluster	80	SOUTH JERSEY PFC	EASTERN	3	0	0	0	28.55%	45.1	23.9
BC336930	Princeton(ND) Bid Cluster	80	SOUTH JERSEY PFC	EASTERN	1	0	0	0	28.55%	45.1	23.9
BC337929	South Jersey (NJ) Proc/Dist CTR	80	SOUTH JERSEY PFC	EASTERN	242	41	60	0	28.55%	45.1	23.9
BC338475	Toms River(ND) Bid Cluster	80	SOUTH JERSEY PFC	EASTERN	3	0	0	0	28.55%	45.1	23.9
BC338550	Trenton(ND) Bid Cluster	80	SOUTH JERSEY PFC	EASTERN	219	41	54	0	28.55%	45.1	23.9
BC471560	Chattanooga(TN) Bid Cluster	370	TENNESSEE PFC	EASTERN	58	7	14	0	16.82%	40.99	21.75
BC474476	Johnson City(TN) Bid Cluster	370	TENNESSEE PFC	EASTERN	12	2	3	0	16.82%	40.99	21.75
BC474632	Knoxville(TN) Bid Cluster	370	TENNESSEE PFC	EASTERN	165	27	41	0	16.82%	40.99	21.75
BC475665	Memphis NTWK Dist Cr Bid Cluster	370	TENNESSEE PFC	EASTERN	237	138	59	0	16.82%	40.99	21.75
BC475664	Memphis(TN) Bid Cluster	370	TENNESSEE PFC	EASTERN	320	9	80	0	16.82%	40.99	21.75
BC476144	Nashville(TN) Bid Cluster	370	TENNESSEE PFC	EASTERN	331	46	82	0	16.82%	40.99	21.75
BC31025	Buffalo(NY) Bid Cluster	140	WESTERN NEW YORK PFC	EASTERN	186	13	46	0	21.99%	42.8	22.71
BC32665	Elmira(NY) Bid Cluster	140	WESTERN NEW YORK PFC	EASTERN	4	0	0	1	16.82%	40.99	21.75
BC34160	Ithaca(NY) Bid Cluster	140	WESTERN NEW YORK PFC	EASTERN	3	0	0	0	16.82%	40.99	21.75
BC34180	Jamestown(NY) Bid Cluster	140	WESTERN NEW YORK PFC	EASTERN	3	0	0	0	16.82%	40.99	21.75
BC357105	Rochester(NY) Bid Cluster	140	WESTERN NEW YORK PFC	EASTERN	126	21	31	0	17.35%	41.17	21.85
BC357101	Rochester(NY) L&DC Bid Cluster	140	WESTERN NEW YORK PFC	EASTERN	164	24	41	0	17.35%	41.17	21.85
BC410152	Altoona(PA) Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	20	4	5	0	16.82%	40.99	21.75
BC411068	Butler(PA) Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	2	0	0	0	16.82%	40.99	21.75
BC412544	Edinburg(PA) Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	16	0	4	0	16.82%	40.99	21.75
BC413344	Greensburg(PA) Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	5	1	1	0	16.82%	40.99	21.75
BC414080	Johstown(PA) Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	22	3	5	0	20.78%	42.38	22.48
BC415888	New Castle(PA) Post Office Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	3	0	0	0	20.78%	42.38	22.48
BC416607	Pittsburgh NTWK Dist Cr Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	283	35	70	0	20.78%	42.38	22.48
BC416608	Pittsburgh(PA) Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	312	62	78	0	20.78%	42.38	22.48
BC416602	Pittsburgh(PA) L&DC Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	270	0	67	0	20.78%	42.38	22.48
BC418088	State College(PA) Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	3	0	0	0	16.82%	40.99	21.75
BC418656	Uniontown(PA) Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	4	0	1	0	16.82%	40.99	21.75
BC418904	Washington(PA) Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	2	0	0	0	20.78%	42.38	22.48
BC358604	Wheeling(WV) Bid Cluster	150	WESTERN PENNSYLVANIA	EASTERN	3	0	0	0	20.78%	42.38	22.48
BC160792	Bloomington(IL) Bid Cluster	604	CENTRAL ILLINOIS PFC	GREAT LAKES	1	0	0	0	16.82%	40.99	21.75
BC161274	Carol Stream(IL) Bid Cluster	604	CENTRAL ILLINOIS PFC	GREAT LAKES	215	35	53	0	30.41%	45.76	24.28
BC161541	Chicago NTWK Dist Cr Bid Cluster	604	CENTRAL ILLINOIS PFC	GREAT LAKES	623	212	155	0	30.41%	45.76	24.28
BC162865	Fox Valley Proc./Dist Cr Bid Cluster	604	CENTRAL ILLINOIS PFC	GREAT LAKES	127	19	31	0	30.41%	45.76	24.28
BC163132	Glen Ellyn(IL) Bid Cluster	604	CENTRAL ILLINOIS PFC	GREAT LAKES	1	0	0	0	16.82%	40.99	21.75
BC166180	Peoria(IL) Bid Cluster	604	CENTRAL ILLINOIS PFC	GREAT LAKES	24	2	6	0	16.82%	40.99	21.75
BC161544	South Suburban (IL) Bid Cluster	604	CENTRAL ILLINOIS PFC	GREAT LAKES	212	49	53	0	30.41%	45.76	24.28

BC161128	Busse Indp Mail Trnf Ctr Bid Cluster	606	CHICAGO PFC	GREAT LAKES	254	42	63	30.41%	45.76	24.28
BC161542	Chicago (IL) Post Office Bid Cluster	606	CHICAGO PFC	GREAT LAKES	245	57	61	30.41%	45.76	24.28
BC160049	Chicago Instrumentry Ctr Bid Cluster	606	CHICAGO PFC	GREAT LAKES	560	130	140	30.41%	45.76	24.28
BC250280	Ann Arbor(MI) Bid Cluster	481	DETROIT PFC	GREAT LAKES	1	0	0	28.82%	45.2	23.98
BC252911	Detroit NTWK Dist Ctr Bid Cluster	481	DETROIT PFC	GREAT LAKES	338	54	84	28.82%	45.2	23.98
BC252990	Detroit(MI) Bid Cluster	481	DETROIT PFC	GREAT LAKES	288	34	72	28.82%	45.2	23.98
BC253290	Flint(MI) Bid Cluster	481	DETROIT PFC	GREAT LAKES	10	2	2	16.82%	40.99	21.75
BC254800	Jackson(MI) Bid Cluster	481	DETROIT PFC	GREAT LAKES	7	1	1	16.82%	40.99	21.75
BC258230	Royal Oak(MI) Bid Cluster	481	DETROIT PFC	GREAT LAKES	322	39	80	28.82%	45.2	23.98
BC161428	Champaign(IL) Bid Cluster	630	GATEWAY PFC	GREAT LAKES	65	11	16	16.82%	40.99	21.75
BC281680	Columbia(MO) Bid Cluster	630	GATEWAY PFC	GREAT LAKES	36	7	9	16.82%	40.99	21.75
BC 287140	Saint Louis(MO) Bid Cluster	630	GATEWAY PFC	GREAT LAKES	400	58	100	19.63%	41.97	22.27
BC167416	Springfield(IL) Bid Cluster	630	GATEWAY PFC	GREAT LAKES	54	7	13	16.82%	40.99	21.75
BC287141	St Louis NTWK Dist Ctr Bid Cluster	630	GATEWAY PFC	GREAT LAKES	189	94	47	19.63%	41.97	22.27
BC170660	Bloomington(IN) Bid Cluster	460	GREATER INDIANA PFC	GREAT LAKES	6	0	1	16.82%	40.99	21.75
BC172915	Fort Wayne(IN) Bid Cluster	460	GREATER INDIANA PFC	GREAT LAKES	41	6	10	16.82%	40.99	21.75
BC173168	Gary(IN) Bid Cluster	460	GREATER INDIANA PFC	GREAT LAKES	44	12	11	30.41%	45.76	24.28
BC174037	Indianapolis(IN) Bid Cluster	460	GREATER INDIANA PFC	GREAT LAKES	582	147	145	17.89%	41.36	21.95
BC174378	Kokomo(IN) Bid Cluster	460	GREATER INDIANA PFC	GREAT LAKES	6	0	1	16.82%	40.99	21.75
BC174477	Lafayette(IN) Bid Cluster	460	GREATER INDIANA PFC	GREAT LAKES	6	1	1	16.82%	40.99	21.75
BC175907	Muncie(IN) Bid Cluster	460	GREATER INDIANA PFC	GREAT LAKES	9	0	2	16.82%	40.99	21.75
BC178195	South Bend(IN) Bid Cluster	460	GREATER INDIANA PFC	GREAT LAKES	27	1	6	16.82%	40.99	21.75
BC253920	Terre Haute(IN) Bid Cluster	460	GREATER INDIANA PFC	GREAT LAKES	4	0	1	16.82%	40.99	21.75
BC254720	Grand Rapids(MI) Bid Cluster	493	GREATER MICHIGAN PFC	GREAT LAKES	324	49	81	16.82%	40.99	21.75
BC254910	Iron Mountain(MI) Bid Cluster	493	GREATER MICHIGAN PFC	GREAT LAKES	11	1	2	16.82%	40.99	21.75
BC255270	Kalamazoo(MI) Bid Cluster	493	GREATER MICHIGAN PFC	GREAT LAKES	16	1	4	16.82%	40.99	21.75
BC258270	Lansing(MI) Bid Cluster	493	GREATER MICHIGAN PFC	GREAT LAKES	43	9	10	16.82%	40.99	21.75
BC259320	Saginaw(MI) Bid Cluster	493	GREATER MICHIGAN PFC	GREAT LAKES	16	2	4	16.82%	40.99	21.75
BC259320	Traverse City(MI) Bid Cluster	493	GREATER MICHIGAN PFC	GREAT LAKES	40	4	10	16.82%	40.99	21.75
BC2563400	Green Bay(WI) Bid Cluster	530	LAKELAND PFC	GREAT LAKES	20	3	5	16.82%	40.99	21.75
BC2564980	Madison(WI) Bid Cluster	530	LAKELAND PFC	GREAT LAKES	73	2	18	16.82%	40.99	21.75
BC2568846	Milwaukee(WI) Bid Cluster	530	LAKELAND PFC	GREAT LAKES	454	71	113	22.15%	42.86	22.3
BC2568280	Oshkosh(WI) Bid Cluster	530	LAKELAND PFC	GREAT LAKES	24	3	6	16.82%	40.99	21.75
BC166027	Palatine Proc/Dist Ctr Bid Cluster	530	LAKELAND PFC	GREAT LAKES	254	60	63	30.41%	45.76	24.28
BC166774	Rockford(IL) Bid Cluster	530	LAKELAND PFC	GREAT LAKES	0	1	0	16.82%	40.99	21.75
BC256890	Wausau(WI) Bid Cluster	530	LAKELAND PFC	GREAT LAKES	3	0	0	22.15%	42.86	22.3
BC250060	Albany(NY) Bid Cluster	120	ALBANY PFC	NORTHEAST	269	46	67	20.25%	42.19	22.39
BC250705	Binghamton(NY) Bid Cluster	120	ALBANY PFC	NORTHEAST	6	1	1	16.82%	40.99	21.75
BC253245	Glens Falls(NY) Bid Cluster	120	ALBANY PFC	NORTHEAST	4	0	1	16.82%	40.99	21.75
BC256615	Plattsburgh(NY) Bid Cluster	120	ALBANY PFC	NORTHEAST	3	0	0	16.82%	40.99	21.75

BC57535	Schoenckebly(NY) Bid Cluster	120	ALBANY PFC	NORTHEAST	2	0	0	0	18.97%	41.74	22.15
BC358360	Syracuse(NY) Bid Cluster	120	ALBANY PFC	NORTHEAST	211	39	52	17.35%	41.17	21.85	
BC358540	Troy(NY) Bid Cluster	120	ALBANY PFC	NORTHEAST	2	0	0	20.25%	42.19	22.39	
BC358675	Utica(NY) Bid Cluster	120	ALBANY PFC	NORTHEAST	6	0	1	16.82%	40.99	21.75	
BC358970	Watertown(NY) Bid Cluster	120	ALBANY PFC	NORTHEAST	3	0	0	16.82%	40.99	21.75	
BC420900	Arecibo(PR) Bid Cluster	6	CARIBBEAN PFC	NORTHEAST	3	0	0	16.82%	40.99	21.75	
BC421620	Caguas(PR) Bid Cluster	6	CARIBBEAN PFC	NORTHEAST	2	0	0	16.82%	40.99	21.75	
BC421890	Carolina(PR) Bid Cluster	6	CARIBBEAN PFC	NORTHEAST	2	0	0	16.82%	40.99	21.75	
BC522000	Charlotte Amalie(VI) Bid Cluster	6	CARIBBEAN PFC	NORTHEAST	3	0	0	16.82%	40.99	21.75	
BC523000	Christiansted(VI) Bid Cluster	6	CARIBBEAN PFC	NORTHEAST	1	0	0	16.82%	40.99	21.75	
BC526000	Kingshill(VI) Bid Cluster	6	CARIBBEAN PFC	NORTHEAST	2	0	0	16.82%	40.99	21.75	
BC425940	Mayaguez(PR) Bid Cluster	6	CARIBBEAN PFC	NORTHEAST	2	0	0	16.82%	40.99	21.75	
BC426930	Ponce(PR) Bid Cluster	6	CARIBBEAN PFC	NORTHEAST	7	1	1	16.82%	40.99	21.75	
BC428460	San Juan(PR) Bid Cluster	6	CARIBBEAN PFC	NORTHEAST	403	68	100	16.82%	40.99	21.75	
BC080578	Bridgeport(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	3	0	0	31.62%	46.18	24.5	
BC081666	Danbury(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	4	0	1	31.62%	46.18	24.5	
BC082350	Fairfield(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	1	0	0	31.62%	46.18	24.5	
BC083060	Greenwich(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	3	0	0	31.62%	46.18	24.5	
BC083366	Hartford(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	339	51	84	31.62%	46.18	24.5	
BC084352	Milford(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	1	0	0	31.62%	46.18	24.5	
BC084726	New Haven(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	68	11	17	31.62%	46.18	24.5	
BC085406	Norwalk(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	4	1	1	31.62%	46.18	24.5	
BC085440	Norwich(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	4	1	1	31.62%	46.18	24.5	
BC246188	Pittsfield(MA) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	1	0	0	31.62%	46.18	24.5	
BC247820	Springfield(MA) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	723	186	180	31.62%	46.18	24.5	
BC087718	Stamford(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	97	7	24	31.62%	46.18	24.5	
BC088704	Waterbury(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	9	2	2	31.62%	46.18	24.5	
BC089112	Westport(CT) Bid Cluster	60	CONNECTICUT VALLEY P	NORTHEAST	3	0	0	31.62%	46.18	24.5	
BC240799	Boston(MA) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	380	74	95	31.97%	46.3	24.57	
BC240952	Brockton(MA) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	115	20	28	31.97%	46.3	24.57	
BC240102	Cambridge(MA) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	3	1	0	31.97%	46.3	24.57	
BC242550	Fall River(MA) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	1	0	0	31.97%	46.3	24.57	
BC242788	Framingham(MA) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	3	0	0	31.97%	46.3	24.57	
BC244199	Lynn(MA) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	1	0	0	31.97%	46.3	24.57	
BC244593	Massachusetts-Middlesex Essex Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	237	20	59	31.97%	46.3	24.57	
BC436720	Pawtucket(RI) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	1	0	0	31.97%	46.3	24.57	
BC437140	Providence(RI) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	331	36	82	31.97%	46.3	24.57	
BC248432	Wareham(MA) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	15	2	3	31.97%	46.3	24.57	
BC438680	Warwick(RI) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	1	0	0	31.97%	46.3	24.57	
BC249588	Woburn(MA) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	3	0	0	31.97%	46.3	24.57	

BC249622	Worcester(MA) Bid Cluster	20	GREATER BOSTON PFC	NORTHEAST	187	22	46	31.97%	46.3	24.57
BC353775	Hicksville(NY) Bid Cluster	117	LONG ISLAND PFC	NORTHEAST	376	62	94	37.24%	48.15	25.55
BC354060	Huntington Station(NY) Bid Cluster	117	LONG ISLAND PFC	NORTHEAST	2	2	0	37.24%	48.15	25.55
BC350978	Metro New York(NY) L&DC Bid Cluster	117	LONG ISLAND PFC	NORTHEAST	443	79	110	37.24%	48.15	25.55
BC357095	Riverhead(NY) Bid Cluster	117	LONG ISLAND PFC	NORTHEAST	9	0	2	37.24%	48.15	25.55
BC357840	Smithtown(NY) Bid Cluster	117	LONG ISLAND PFC	NORTHEAST	3	0	0	37.24%	48.15	25.55
BC359138	Western Nassau Proc/Dist Ctr Bid Cluster	117	LONG ISLAND PFC	NORTHEAST	125	8	31	37.24%	48.15	25.55
BC350982	Bronx(NY) Bid Cluster	100	NEW YORK PFC	NORTHEAST	32	4	8	37.24%	48.15	25.55
BC355824	New York Cust Svc Dist Ofc(NY) Bid Cluste	100	NEW YORK PFC	NORTHEAST	755	61	188	37.24%	48.15	25.55
BC220240	Auburn(ME) Bid Cluster	40	NORTHERN NEW ENGLAND	NORTHEAST	3	0	0	16.82%	40.99	21.75
BC220345	Bangor(ME) Bid Cluster	40	NORTHERN NEW ENGLAND	NORTHEAST	57	5	14	16.82%	40.99	21.75
BC301008	Burlington(VT) Bid Cluster	40	NORTHERN NEW ENGLAND	NORTHEAST	24	1	6	18.97%	41.74	22.15
BC321470	Concord(NH) Bid Cluster	40	NORTHERN NEW ENGLAND	NORTHEAST	2	0	0	31.97%	46.3	24.57
BC324800	Manchester(NH) Bid Cluster	40	NORTHERN NEW ENGLAND	NORTHEAST	138	29	34	31.97%	46.3	24.57
BC325522	Nashua(NH) L&DC Bid Cluster	40	NORTHERN NEW ENGLAND	NORTHEAST	263	37	65	31.97%	46.3	24.57
BC226900	Portland(ME) Bid Cluster	40	NORTHERN NEW ENGLAND	NORTHEAST	180	5	45	31.97%	46.3	24.57
BC309352	White River Junction(VT) Bid Cluster	40	NORTHERN NEW ENGLAND	NORTHEAST	42	2	10	37.24%	41.74	22.15
BC331230	Caldwell(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	3	0	0	37.24%	48.15	25.55
BC331680	Clifton(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55
BC331905	Cranford(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55
BC335980	Dvd(NJ) Proc/Dist Ctr Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	418	76	104	37.24%	48.15	25.55
BC332280	East Orange(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55
BC333347	Edison(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	2	0	0	37.24%	48.15	25.55
BC332370	Elizabeth(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	4	0	1	37.24%	48.15	25.55
BC333225	Haekensack(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	6	0	1	37.24%	48.15	25.55
BC333675	Hoboken(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	2	0	0	37.24%	48.15	25.55
BC333870	Jersey City(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	3	1	0	37.24%	48.15	25.55
BC335685	New Brunswick(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	4	0	1	37.24%	48.15	25.55
BC333869	New Jersey NITWK Dist Ctr(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	1032	151	258	37.24%	48.15	25.55
BC335670	Newark(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	5	0	1	37.24%	48.15	25.55
BC335925	No New Jersey Metro Proc/Dist Ctr(NJ) Bid Cl	70	NORTHERN NJ PFC	NORTHEAST	147	32	36	37.24%	48.15	25.55
BC336225	Orange(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55
BC336420	Pateron(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	4	0	1	37.24%	48.15	25.55
BC336650	Piscataway(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55
BC337485	Rutherford(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55
BC338610	Union City(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	5	0	1	37.24%	48.15	25.55
BC338595	Union(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55
BC338925	West New York(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55
BC339225	Woodbridge(NJ) Bid Cluster	70	NORTHERN NJ PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55

BC350995	Brooklyn Post Office(NY) Bid Cluster	110	TRIBORO PFC	NORTHEAST	466	44	116	37.24%	48.15	25.55
BC352880	Floral Park(NY) Bid Cluster	110	TRIBORO PFC	NORTHEAST	2	0	0	37.24%	48.15	25.55
BC352895	Flushing(NY) Bid Cluster	110	TRIBORO PFC	NORTHEAST	332	74	83	37.24%	48.15	25.55
BC353355	Great Neck(NY) Bid Cluster	110	TRIBORO PFC	NORTHEAST	2	0	0	37.24%	48.15	25.55
BC354170	Jamaica(NY) Bid Cluster	110	TRIBORO PFC	NORTHEAST	2	0	0	37.24%	48.15	25.55
BC354830	Long Island City(NY) Bid Cluster	110	TRIBORO PFC	NORTHEAST	3	0	0	37.24%	48.15	25.55
BC355015	Manhasset(NY) Bid Cluster	110	TRIBORO PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55
BC355745	New Hyde Park(NY) Bid Cluster	110	TRIBORO PFC	NORTHEAST	2	0	0	37.24%	48.15	25.55
BC350185	New York International Sec Chr(NY) Bid Clu	110	TRIBORO PFC	NORTHEAST	297	11	74	37.24%	48.15	25.55
BC356780	Port Washington(NY) Bid Cluster	110	TRIBORO PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55
BC358170	Staten Island(NY) Bid Cluster	110	TRIBORO PFC	NORTHEAST	8	1	2	37.24%	48.15	25.55
BC354395	Kingsdon(NY) Bid Cluster	105	WESTCHESTER PFC	NORTHEAST	3	0	0	37.24%	48.15	25.55
BC355306	Mid-Hudson (NY) Proc/Dist Ctr Bid Cluster	105	WESTCHESTER PFC	NORTHEAST	48	5	12	37.24%	48.15	25.55
BC355420	Morsey(NY) Bid Cluster	105	WESTCHESTER PFC	NORTHEAST	7	0	1	37.24%	48.15	25.55
BC355585	Mount Vernon(NY) Bid Cluster	105	WESTCHESTER PFC	NORTHEAST	365	11	91	37.24%	48.15	25.55
BC355785	New Rochelle(NY) Bid Cluster	105	WESTCHESTER PFC	NORTHEAST	3	0	0	37.24%	48.15	25.55
BC355700	Newburgh(NY) Bid Cluster	105	WESTCHESTER PFC	NORTHEAST	1	0	0	37.24%	48.15	25.55
BC356800	Poughkeepsie(NY) Bid Cluster	105	WESTCHESTER PFC	NORTHEAST	2	0	0	37.24%	48.15	25.55
BC359330	White Plains(NY) Bid Cluster	105	WESTCHESTER PFC	NORTHEAST	5	1	1	37.24%	48.15	25.55
BC055508	Oakland(CA) Bid Cluster	945	BAY-VALLEY PFC	PACIFIC	305	60	76	45.41%	51.02	27.07
BC056785	San Francisco NTWK Dist Ctr - Bid Cluster	945	BAY-VALLEY PFC	PACIFIC	159	32	39	45.41%	51.02	27.07
BC056634	San Jose(CA) Bid Cluster	945	BAY-VALLEY PFC	PACIFIC	236	39	59	45.41%	51.02	27.07
BC 142400	Honolulu(HI) Bid Cluster	967	HONOLULU PFC	PACIFIC	148	16	37	21.79%	42.73	22.67
BC054521	Los Angeles Intntnl Srv Ctr Bid Cluster	900	LOS ANGELES PFC	PACIFIC	147	24	36	35.84%	47.66	25.29
BC054529	Los Angeles NTWK Dist Ctr - Bid Cluster	900	LOS ANGELES PFC	PACIFIC	371	20	92	35.84%	47.66	25.29
BC054530	Los Angeles(CA) Bid Cluster	900	LOS ANGELES PFC	PACIFIC	890	165	222	35.84%	47.66	25.29
BC052886	Fresno(CA) Bid Cluster	956	SACRAMENTO PFC	PACIFIC	61	8	15	17.15%	41.1	21.81
BC056554	Redding(CA) Bid Cluster	956	SACRAMENTO PFC	PACIFIC	14	3	3	16.82%	40.99	21.75
BC056678	Sacramento(CA) Bid Cluster	956	SACRAMENTO PFC	PACIFIC	572	62	143	29.16%	45.32	24.04
BC055157	MORENO VALLEY INDP DLV DTR CTR	920	SAN DIEGO PFC	PACIFIC	97	8	24	16.82%	40.99	21.75
BC056744	San Bernardino(CA) Bid Cluster	920	SAN DIEGO PFC	PACIFIC	189	146	47	16.82%	40.99	21.75
BC056768	San Diego(CA) Bid Cluster	920	SAN DIEGO PFC	PACIFIC	308	47	77	33.05%	46.68	24.77
BC052562	Eureka(CA) Bid Cluster	940	SAN FRANCISCO PFC	PACIFIC	9	3	2	16.82%	40.99	21.75
BC055439	North Bay ProcdDist Ctr Bid Cluster	940	SAN FRANCISCO PFC	PACIFIC	40	9	10	45.41%	51.02	27.07
BC056786	San Francisco Gmfc(CA) Bid Cluster	940	SAN FRANCISCO PFC	PACIFIC	328	31	82	45.41%	51.02	27.07
BC050108	Alhambra(CA) Bid Cluster	926	SANTA ANA PFC	PACIFIC	273	39	68	35.84%	47.66	25.29
BC050222	Anaheim(CA) Bid Cluster	926	SANTA ANA PFC	PACIFIC	160	32	40	35.84%	47.66	25.29
BC056936	Santa Ana(CA) Bid Cluster	926	SANTA ANA PFC	PACIFIC	210	41	52	35.84%	47.66	25.29
BC050462	Bakersfield(CA) Bid Cluster	913	SIERRA COASTAL PFC	PACIFIC	59	14	14	16.82%	40.99	21.75
BC056942	Santa Barbara(CA) Bid Cluster	913	SIERRA COASTAL PFC	PACIFIC	61	1	15	16.82%	40.99	21.75

BC058100	Van Nuys(CA) Bid Cluster	913	SIERRA COASTAL PFC	PACIFIC	323	38	80	35.84%	47.66	25.29
BC010780	Birmingham(AL) Bid Cluster	350	ALABAMA PFC	SOUTHERN	233	58	58	17.91%	41.37	21.94
BC014240	Huntsville(AL) Bid Cluster	350	ALABAMA PFC	SOUTHERN	25	6	6	17.91%	41.37	21.94
BC015602	Mobile (AL) Proc/Dist Ctr Bid Cluster	350	ALABAMA PFC	SOUTHERN	85	13	21	16.82%	40.99	21.75
BC015630	Montgomery(AL) Bid Cluster	350	ALABAMA PFC	SOUTHERN	82	19	20	16.82%	40.99	21.75
BC043069	Fayetteville(AR) Bid Cluster	720	ARKANSAS PFC	SOUTHERN	42	8	10	16.82%	40.99	21.75
BC045130	Litke Rock(AR) Bid Cluster	720	ARKANSAS PFC	SOUTHERN	154	34	38	16.82%	40.99	21.75
BC482269	Dallas NTWK Dist Ctr Bid Cluster	752	DALLAS PFC	SOUTHERN	382	76	95	26.91%	44.53	23.63
BC482270	Dallas TX Bid Cluster	752	DALLAS PFC	SOUTHERN	229	41	57	26.91%	44.53	23.63
BC482273	North Texas Proc/Dist Ctr Bid Cluster	752	DALLAS PFC	SOUTHERN	388	71	97	26.91%	44.53	23.63
BC480015	Athleten(TX) Bid Cluster	760	FORT WORTH PFC	SOUTHERN	16	3	4	16.82%	40.99	21.75
BC480225	Amarillo(TX) Bid Cluster	760	FORT WORTH PFC	SOUTHERN	26	4	6	16.82%	40.99	21.75
BC483220	Fort Worth(TX) Bid Cluster	760	FORT WORTH PFC	SOUTHERN	274	58	68	26.91%	44.53	23.63
BC483395	Lubbock(TX) Bid Cluster	760	FORT WORTH PFC	SOUTHERN	29	7	7	16.82%	40.99	21.75
BC120132	Albany(GA) Bid Cluster	320	GULF ATLANTIC PFC	SOUTHERN	1	1	0	16.82%	40.99	21.75
BC120473	Augusta(GA) Bid Cluster	320	GULF ATLANTIC PFC	SOUTHERN	14	2	3	16.82%	40.99	21.75
BC113225	Gainesville(FL) Bid Cluster	320	GULF ATLANTIC PFC	SOUTHERN	40	6	10	16.82%	40.99	21.75
BC114381	Jacksonville NTWK Dist Ctr Bid Cluster	320	GULF ATLANTIC PFC	SOUTHERN	484	85	121	16.82%	40.99	21.75
BC114380	Jacksonville(FL) Bid Cluster	320	GULF ATLANTIC PFC	SOUTHERN	128	30	32	16.82%	40.99	21.75
BC125489	Macon(GA) Bid Cluster	320	GULF ATLANTIC PFC	SOUTHERN	70	11	17	16.82%	40.99	21.75
BC117410	Pensacola(FL) Bid Cluster	320	GULF ATLANTIC PFC	SOUTHERN	74	15	18	16.82%	40.99	21.75
BC118895	Tallahassee(FL) Bid Cluster	320	GULF ATLANTIC PFC	SOUTHERN	70	9	17	16.82%	40.99	21.75
BC480610	Beaumont(TX) Bid Cluster	770	HOUSTON PFC	SOUTHERN	10	2	2	16.82%	40.99	21.75
BC484143	North Houston Proc/Dist Ctr Bid Cluster	770	HOUSTON PFC	SOUTHERN	647	159	161	34.72%	47.27	25.08
BC210624	Baton Rouge(LA) Bid Cluster	700	LOUISIANA PFC	SOUTHERN	91	18	22	16.82%	40.99	21.75
BC214979	Lafayette(LA) Bid Cluster	700	LOUISIANA PFC	SOUTHERN	33	2	8	16.82%	40.99	21.75
BC216565	New Orleans(LA) Bid Cluster	700	LOUISIANA PFC	SOUTHERN	129	21	32	16.82%	40.99	21.75
BC217956	Shreveport(LA) Bid Cluster	700	LOUISIANA PFC	SOUTHERN	150	29	37	16.82%	40.99	21.75
BC273146	Gulport(MS) Bid Cluster	390	MISSISSIPPI PFC	SOUTHERN	17	4	4	16.82%	40.99	21.75
BC273783	Jackson(MS) Bid Cluster	390	MISSISSIPPI PFC	SOUTHERN	97	18	24	16.82%	40.99	21.75
BC396138	Oklahoma City(OK) Bid Cluster	730	OKLAHOMA PFC	SOUTHERN	157	17	39	16.82%	40.99	21.75
BC398349	Tulsa(OK) Bid Cluster	730	OKLAHOMA PFC	SOUTHERN	99	19	24	16.82%	40.99	21.75
BC480420	Austin(TX) Bid Cluster	780	RIO GRANDE PFC	SOUTHERN	211	35	52	19.99%	42.1	22.34
BC482030	Corpus Christi(TX) Bid Cluster	780	RIO GRANDE PFC	SOUTHERN	20	4	5	16.82%	40.99	21.75
BC482845	El Paso(TX) Bid Cluster	780	RIO GRANDE PFC	SOUTHERN	46	9	11	16.82%	40.99	21.75
BC485455	Mcallen(TX) Bid Cluster	780	RIO GRANDE PFC	SOUTHERN	29	0	7	16.82%	40.99	21.75
BC485900	Midland(TX) Bid Cluster	780	RIO GRANDE PFC	SOUTHERN	17	4	4	16.82%	40.99	21.75
BC487980	San Antonio(TX) Bid Cluster	780	RIO GRANDE PFC	SOUTHERN	223	35	55	18.49%	42.53	22.06
BC115908	Miami(FL) Bid Cluster	330	SOUTH FLORIDA PFC	SOUTHERN	304	28	76	24.42%	43.65	23.16
BC116812	Royal Palm PDC Bid Cluster	330	SOUTH FLORIDA PFC	SOUTHERN	661	106	165	24.42%	43.65	23.16

BC119453	West Palm Beach(FL) Bid Cluster	330	SOUTH FLORIDA PFC	SOUTHERN	221	23	55	24.42%	43.65	23.16
BC113075	Fort Myers(FL) Bid Cluster	335	SUNCOAST PFC	SOUTHERN	118	17	29	16.82%	40.99	21.75
BC115605	Manassas Proc/Dist Ctr Bid Cluster	335	SUNCOAST PFC	SOUTHERN	105	19	26	16.82%	40.99	21.75
BC115945	Mid-Florida Proc/Dist Ctr Bid Cluster	335	SUNCOAST PFC	SOUTHERN	78	9	19	16.82%	40.99	21.75
BC116938	Ocala(FL) Bid Cluster	335	SUNCOAST PFC	SOUTHERN	151	16	37	16.82%	40.99	21.75
BC116920	Seminole(FL) P&DC	335	SUNCOAST PFC	SOUTHERN	454	23	113	16.82%	40.99	21.75
BC118925	Tampa (FL) Bid Cluster	335	SUNCOAST PFC	SOUTHERN	413	84	103	16.82%	40.99	21.75
BC020312	Anchorage(AK) Bid Cluster	995	ALASKA PFC	WESTERN	73	13	18	31.96%	46.3	24.57
BC340147	Albuquerque(NM) Bid Cluster	852	ARIZONA PFC	WESTERN	152	35	38	18.95%	41.73	22.14
BC0036364	Phoenix(AZ) Bid Cluster	852	ARIZONA PFC	WESTERN	588	130	147	22.02%	42.81	22.72
BC347896	Santa Fe(NM) Bid Cluster	852	ARIZONA PFC	WESTERN	1	0	0	18.05%	41.42	21.98
BC0038880	Tucson(AZ) Bid Cluster	852	ARIZONA PFC	WESTERN	74	15	18	18.92%	41.72	22.14
BC305160	Lincoln(NE) Bid Cluster	680	CENTRAL PLAINS PFC	WESTERN	18	3	4	17.92%	41.37	21.95
BC306465	North Platte(NE) Bid Cluster	680	CENTRAL PLAINS PFC	WESTERN	11	1	2	16.82%	40.99	21.75
BC306645	Omaha(NE) Bid Cluster	680	CENTRAL PLAINS PFC	WESTERN	198	30	49	17.92%	41.37	21.95
BC199713	Wichita(KS) Bid Cluster	680	CENTRAL PLAINS PFC	WESTERN	69	8	17	16.82%	40.99	21.75
BC070414	Arvada(CO) Bid Cluster	800	COLORADO/WYOMING PFC	WESTERN	1	0	0	29.88%	45.57	24.18
BC571558	Casper(WY) Bid Cluster	800	COLORADO/WYOMING PFC	WESTERN	10	2	2	16.82%	40.99	21.75
BC571672	Cheyenne(WY) Bid Cluster	800	COLORADO/WYOMING PFC	WESTERN	22	3	5	16.82%	40.99	21.75
BC071818	Colorado Springs(CO) Bid Cluster	800	COLORADO/WYOMING PFC	WESTERN	91	25	22	19.73%	42.01	22.29
BC072357	Denver NTWK Dist Ctr Bid Cluster	800	COLORADO/WYOMING PFC	WESTERN	246	51	61	29.88%	45.57	24.18
BC072358	Denver(CO) Bid Cluster	800	COLORADO/WYOMING PFC	WESTERN	593	124	148	29.88%	45.57	24.18
BC073834	Grand Junction(CO) Bid Cluster	800	COLORADO/WYOMING PFC	WESTERN	20	1	5	16.82%	40.99	21.75
BC290774	Billings(MT) Bid Cluster	570	DAKOTAS PFC	WESTERN	43	6	10	16.82%	40.99	21.75
BC370944	Bismarck(ND) Bid Cluster	570	DAKOTAS PFC	WESTERN	22	1	5	16.82%	40.99	21.75
BC462100	Dakota Central (SD) Proc/Dist Bid Cluster	570	DAKOTAS PFC	WESTERN	7	0	1	16.82%	40.99	21.75
BC373056	Fargo(ND) Bid Cluster	570	DAKOTAS PFC	WESTERN	38	2	9	16.82%	40.99	21.75
BC373808	Grand Forks(ND) Bid Cluster	570	DAKOTAS PFC	WESTERN	9	0	2	16.82%	40.99	21.75
BC293636	Great Falls(MT) Bid Cluster	570	DAKOTAS PFC	WESTERN	5	0	1	16.82%	40.99	21.75
BC295796	Missoula(MT) Bid Cluster	570	DAKOTAS PFC	WESTERN	9	1	2	16.82%	40.99	21.75
BC467146	Rapid City(SD) Bid Cluster	570	DAKOTAS PFC	WESTERN	9	1	2	16.82%	40.99	21.75
BC467866	Sioux Falls(SD) Bid Cluster	570	DAKOTAS PFC	WESTERN	53	7	13	16.82%	40.99	21.75
BC181503	Cedar Rapids(LA) Bid Cluster	500	HAWKEYE PFC	WESTERN	28	1	7	16.82%	40.99	21.75
BC182413	Des Moines NTWK Dist Ctr Bid Cluster	500	HAWKEYE PFC	WESTERN	251	20	62	17.68%	41.29	21.91
BC182412	Des Moines(LA) Bid Cluster	500	HAWKEYE PFC	WESTERN	152	17	38	17.68%	41.29	21.91
BC166786	Rock Island(IL) Bid Cluster	500	HAWKEYE PFC	WESTERN	39	4	9	18.66%	41.63	22.09
BC189351	Waterloo(LA) Bid Cluster	500	HAWKEYE PFC	WESTERN	26	4	6	16.82%	40.99	21.75
BC194654	Kansas City Ks NTWK Dist Ctr Bid Cluster	640	MID-AMERICA PFC	WESTERN	219	57	54	18.65%	41.63	22.09
BC284218	Kansas City(MO) Bid Cluster	640	MID-AMERICA PFC	WESTERN	496	71	124	18.65%	41.63	22.09
BC287530	Springfield(MO) Bid Cluster	640	MID-AMERICA PFC	WESTERN	88	13	22	16.82%	40.99	21.75

BC314880	Las Vegas(NV) Bid Cluster	890	NEVADA-SIERRA PFC	WESTERN	251	42	62	19.23%	41.83	22.2
BC317280	Reno(NV) Bid Cluster	890	NEVADA-SIERRA PFC	WESTERN	82	10	20	17.11%	41.09	21.8
BC262590	Duluth(MN) Bid Cluster	553	NORTHLAND PFC	WESTERN	11	2	2	16.82%	40.99	21.75
BC562490	Eau Claire(WI) Bid Cluster	553	NORTHLAND PFC	WESTERN	6	0	1	16.82%	40.99	21.75
BC266900	Mankato(MN) Bid Cluster	553	NORTHLAND PFC	WESTERN	7	1	1	16.82%	40.99	21.75
BC266561	Minneapolis/St Paul NITWK Dist Cr(MN) Bid	553	NORTHLAND PFC	WESTERN	271	37	67	27.15%	44.61	23.67
BC266360	Minneapolis(MN) Bid Cluster	553	NORTHLAND PFC	WESTERN	165	48	41	27.15%	44.61	23.67
BC268280	Saint Cloud(MN) Bid Cluster	553	NORTHLAND PFC	WESTERN	6	0	1	27.15%	44.61	23.67
BC268360	Saint Paul(MN) Bid Cluster	553	NORTHLAND PFC	WESTERN	177	18	44	27.15%	44.61	23.67
BC400736	Bend(OR) Bid Cluster	970	PORTLAND PFC	WESTERN	2	0	0	16.82%	40.99	21.75
BC402848	Eugene(OR) Bid Cluster	970	PORTLAND PFC	WESTERN	31	5	7	16.82%	40.99	21.75
BC404408	Medford(OR) Bid Cluster	970	PORTLAND PFC	WESTERN	17	3	4	16.82%	40.99	21.75
BC406784	Portland(OR) Bid Cluster	970	PORTLAND PFC	WESTERN	466	45	116	25.66%	44.09	23.39
BC407392	Salem(OR) Bid Cluster	970	PORTLAND PFC	WESTERN	5	2	1	25.66%	44.09	23.39
BC548820	Vancouver(WA) Bid Cluster	970	PORTLAND PFC	WESTERN	1	0	0	25.66%	44.09	23.39
BC150925	Boise(ID) Bid Cluster	840	SALT LAKE CITY PFC	WESTERN	46	6	11	16.82%	40.99	21.75
BC157225	Pocatello(ID) Bid Cluster	840	SALT LAKE CITY PFC	WESTERN	3	0	0	16.82%	40.99	21.75
BC497174	Provo(UT) Bid Cluster	840	SALT LAKE CITY PFC	WESTERN	34	0	8	16.82%	40.99	21.75
BC497786	Salt Lake City(UT) Bid Cluster	840	SALT LAKE CITY PFC	WESTERN	193	73	48	16.82%	40.99	21.75
BC547625	E King Cmty Indp Div Dir Cr Bid Cluster	980	SEATTLE PFC	WESTERN	7	1	1	30.81%	45.9	24.35
BC546524	Passow(WA) Bid Cluster	980	SEATTLE PFC	WESTERN	2	2	0	16.82%	40.99	21.75
BC547630	S King Cmty Indp Div Dir Cr Bid Cluster	980	SEATTLE PFC	WESTERN	14	1	3	30.81%	45.9	24.35
BC547617	Seattle NITWK Dist Cr Bid Cluster	980	SEATTLE PFC	WESTERN	176	25	44	30.81%	45.9	24.35
BC547616	Seattle(WA) Bid Cluster	980	SEATTLE PFC	WESTERN	309	30	77	30.81%	45.9	24.35
BC548050	Spokane(WA) Bid Cluster	980	SEATTLE PFC	WESTERN	94	42	23	17.18%	41.11	21.81
BC548330	Tacoma(WA) Bid Cluster	980	SEATTLE PFC	WESTERN	54	10	13	30.81%	45.9	24.35
BC549156	Wenatchee(WA) Bid Cluster	980	SEATTLE PFC	WESTERN	2	0	0	16.82%	40.99	21.75
BC549436	Yakima(WA) Bid Cluster	980	SEATTLE PFC	WESTERN	7	1	1	16.82%	40.99	21.75

Resolution in Support of Teachers and Their Unions

Whereas, the National Postal Mail Handlers Union (NPMHU) recognize the critical role that educators play in shaping the future of our society by providing quality education and fostering an informed and engaged citizenry; and

Whereas, recent legislative actions in the state of Florida and across our Nation have severely undermined the collective bargaining rights and professional autonomy of teachers and educators; and

Whereas, Florida and other States has enacted laws that seek to decertify teachers' unions if membership falls below a certain threshold, thus jeopardizing the ability of these unions to effectively represent and advocate for their members; and

Whereas, anti-union measures have been introduced and implemented, including the prohibition of automatic payroll deductions for union dues, making it more difficult for unions to sustain their operations and support their members; and

Whereas, these measures represent a broader attack on workers' rights and collective action, undermining the principles of solidarity and mutual support that are foundational to the labor movement; and

Whereas, across our country, legislation has imposed restrictions on the teaching of factual history and other critical subjects, threatening academic freedom and the ability of educators to provide students with a comprehensive and honest education; and

Whereas, such restrictions include legislation that censors discussions on race, gender, and other important social issues, thereby hindering students' understanding of the diverse and complex world in which they live; and

Whereas, the attacks on educators and their unions are part of a larger national trend aimed at weakening public and private sector unions and eroding public education the greatest equalizer for democracy;

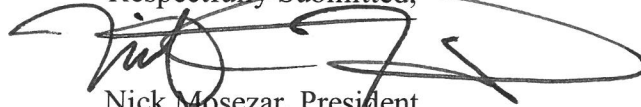
Therefore, be it resolved that the National Postal Mail Handlers Union stands in full solidarity with the teachers, educators and their unions in their struggle to maintain their collective bargaining rights and professional integrity; and

Be it further resolved that we condemn the recent legislative actions in Florida and throughout our country that seek to decertify unions, restrict payroll deductions, and censor educational content; and

Be it further resolved that we call upon our elected representatives to protect and support the rights of teachers and all workers to organize, bargain collectively, and teach factual, comprehensive curricula without fear of political retribution or censorship; and

Be it finally resolved that we pledge to support and collaborate with all teachers' unions in their efforts to resist these unjust laws and to advocate for a fair, equitable, and honest educational system for all students.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'Nick Mosezar', written over a horizontal line.

Nick Mosezar, President
NPMHU, Local 318

1

Title: Addressing Systemic Issues in the Criminal Justice System

Submitted by: Errol Tony Wilson

Date submission: June 11, 2024

Whereas, the criminal justice system is designed to ensure public safety, uphold the rule of law, and promote justice for all individuals within society; and

Whereas, numerous systemic issues within the criminal justice system have been identified, including but not limited to, racial disparities, overcriminalization, mass incarceration, inadequate access to legal representation, and harsh sentencing practices; and

Whereas, these systemic issues disproportionately affect marginalized communities, including people of color, low-income individuals, and those suffering from mental illness or substance abuse disorders; and

Whereas, addressing these systemic issues is essential to building a fair, equitable, and effective criminal justice system that serves the interests of all members of society;

Therefore, be it resolved that:

The criminal justice system shall prioritize efforts to address and eliminate racial disparities at all stages, including but not limited to, policing, charging decisions, bail determinations, sentencing, and parole.

Legislative bodies shall enact reforms to reduce overcriminalization by reassessing and repealing laws that unnecessarily criminalize behaviors, particularly those that disproportionately impact marginalized communities.

Efforts shall be made to reduce the reliance on incarceration as a primary means of punishment, with a focus on implementing alternative sentencing options, such as diversion programs, rehabilitation, and restorative justice practices.

Access to quality legal representation shall be ensured for all individuals involved in the criminal justice system, regardless of their financial means, to uphold the principle of equal justice under the law.

Sentencing practices shall be reformed to promote proportionality, fairness, and rehabilitation, including the elimination of mandatory minimum sentences and the expansion of sentencing discretion for judges.

Law enforcement agencies shall undergo training and implement policies aimed at addressing implicit bias, promoting de-escalation techniques, and fostering positive community relations.

Resources shall be allocated to support initiatives aimed at addressing the root causes of crime, including poverty, lack of access to education and employment opportunities, mental health issues, and substance abuse disorders.

2

Collaborative efforts shall be undertaken between government agencies, community organizations, and stakeholders to implement and monitor the effectiveness of criminal justice reforms.

Ongoing research and data collection shall be conducted to assess the impact of reforms and identify areas for further improvement within the criminal justice system.

This resolution shall be disseminated to relevant stakeholders, including legislative bodies, law enforcement agencies, judicial officials, and community organizations, to garner support and facilitate the implementation of the proposed reforms.

In conclusion, it is imperative that concerted efforts be made to address systemic issues within the criminal justice system and work towards the establishment of a more just, equitable, and humane system that reflects the values of fairness, accountability, and compassion.

1

Title: Urgent Resolution Addressing the Climate Crisis

Submitted by: Errol Tony Wilson

Date: submission June 11, 2024

Whereas, the climate crisis poses an unprecedented threat to the planet, endangering ecosystems, biodiversity, and the well-being of current and future generations; and

Whereas, the scientific consensus is clear that human activities, particularly the burning of fossil fuels and deforestation, are driving global warming and climate change, leading to rising temperatures, extreme weather events, sea-level rise, and other adverse impacts; and

Whereas, urgent and decisive action is needed at all levels of society to mitigate greenhouse gas emissions, adapt to the impacts of climate change, and transition to a sustainable, resilient, and low-carbon future; and

Whereas, addressing the climate crisis requires coordinated and collaborative efforts from governments, businesses, civil society organizations, and individuals around the world;

Therefore, be it resolved that:

Immediate and ambitious measures shall be taken to reduce greenhouse gas emissions in line with the goals of the Paris Agreement, aiming to limit global warming to well below 2 degrees Celsius above pre-industrial levels and pursuing efforts to limit the temperature increase to 1.5 degrees Celsius.

Phasing out fossil fuel subsidies and transitioning to renewable energy sources, including solar, wind, hydroelectric, and geothermal power, shall be prioritized to decarbonize the economy and achieve net-zero emissions by mid-century.

Investments shall be made in climate-resilient infrastructure, including transportation, buildings, energy systems, and water management, to enhance resilience to climate impacts, such as floods, droughts, heatwaves, and storms.

Protection and restoration of natural ecosystems, including forests, wetlands, mangroves, and coral reefs, shall be promoted to enhance carbon sequestration, biodiversity conservation, and ecosystem services, contributing to climate mitigation and adaptation efforts.

Climate education and awareness-raising campaigns shall be conducted to increase public understanding of the climate crisis, its impacts, and the urgent need for action, empowering individuals and communities to adopt sustainable behaviors and advocate for climate action.

Just and equitable transition strategies shall be developed and implemented to ensure that the benefits and burdens of climate action are shared fairly, particularly among vulnerable and marginalized communities disproportionately affected by the climate crisis.

2

International cooperation and solidarity shall be fostered to address the global nature of the climate crisis, including supporting developing countries in their efforts to adapt to climate change, build resilience, and transition to low-carbon economies.

Innovative solutions and technologies for climate mitigation and adaptation shall be supported and scaled up, including carbon capture and storage, renewable energy storage, climate-smart agriculture, and sustainable land management practices.

Strengthened climate governance and accountability mechanisms shall be established to track progress towards climate goals, enhance transparency and accountability, and ensure the implementation of climate policies and commitments at all levels of governance.

Continuous monitoring, evaluation, and revision of climate policies and strategies shall be conducted to assess their effectiveness, identify emerging challenges, and adjust approaches based on the latest scientific evidence and best practices.

In conclusion, it is imperative that urgent and decisive action be taken to address the climate crisis, protect the planet, and secure a sustainable future for all.

1

PROPOSED RESOLUTION: "Buy Union – Buy American"

Submitted by: Kelly Dickey; Local #322 President

WHEREAS, the workforce of the United States has been hurt both by the outsourcing of jobs to other countries and by American companies that are using foreign operations as a means of holding down wages and benefits for American jobs; and

WHEREAS, the economic hardships of unemployment and underemployment continue, and are adversely affecting the economy as a whole; and

WHEREAS, any downturn in the American economy also affects the U.S. Postal Service, with a decrease in mail volume directly caused by the circulation of fewer commercial mailings; and

WHEREAS, there are unlimited opportunities to purchase quality, Union-made and American-made goods, both in person and online; and

WHEREAS, purchasing Union-made and American-made goods will result in additional economic growth in the United States and increased mail volume for the Postal Service; and

WHEREAS, purchasing Union-made and American-made goods will help other American workers keep their jobs;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports purchasing Union-made and American-made goods; and

BE IT FURTHER RESOLVED, that the NPMHU will disseminate this message through various communication channels, such as the NPMHU website, the Mail Handler Update bulletin, and the Mail Handler magazine; and

BE IT FURTHER RESOLVED, that all Mail Handlers should spread this message through word of mouth to family and friends.