

# RESOLUTIONS

## CONVENTION DELEGATES ADOPT IMPORTANT RESOLUTIONS

Over the course of the NPMHU 2024 National Convention, the delegates considered, debated, and voted on a series of important resolutions. All of these resolutions were initially submitted by NPMHU members for consideration by either the Resolution Committee or the Legislative and Political Committee. Both committees were comprised of elected convention delegates, who met prior to the Convention to review, debate, combined similar

resolutions and on occasion modify the submitted proposal to language that the committee could agree to present to the full Convention for consideration.

What follows here are the twenty- one (21) resolutions that were adopted by the Convention. The first ten (10) of the following resolutions were presented by the Resolutions Committee, and the remaining eleven (11) resolutions were presented on behalf of the Legislative and Political Committee.

### RECOMMENDED RESOLUTION NO. 1

#### 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.

### RECOMMENDED RESOLUTION NO. 2

#### INTERNAL ORGANIZING RESOLUTION

Submitted by 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 FURTHER 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 FURTHER 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.

### **RECOMMENDED RESOLUTION NO. 3**

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#### **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.

### **RECOMMENDED RESOLUTION NO. 4**

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#### **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.

### **RECOMMENDED RESOLUTION NO. 5**

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#### **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.

## **RECOMMENDED RESOLUTION NO. 6**

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### **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.

## **RECOMMENDED RESOLUTION NO. 7**

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### **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.

## **RECOMMENDED RESOLUTION NO. 8**

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### **RESOLUTION: SUPPORT OF THE PREGNANT WORKERS FAIRNESS ACT**

**Submitted by: The National  
Women's 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 PWEA requires that employers can not discriminate against job applicants that are pregnant, and

WHEREAS, the PWEA 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 PWEA 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.

## **RECOMMENDED RESOLUTION NO. 9**

### **RESOLUTION IN SUPPORT OF TEACHERS AND THEIR UNIONS**

Respectfully submitted by: Nick Mosezar,  
President, NPMHU, Local #318

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.

## **RECOMMENDED RESOLUTION NO. 10**

### **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.

# RESOLUTIONS

## LEGISLATIVE AND POLITICAL COMMITTEE

### RECOMMENDED LEGISLATIVE RESOLUTION NO. 1

#### SUPPORTING A UNION SHOP

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

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

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

WHEREAS, the NPMHU invests significant resources in achieving the best for the Mail Handler craft, whether by legislation, politics, grievances and

arbitration, legal cases, training and education, membership communication, collective bargaining, and other means; and

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

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

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

WHEREAS, the prohibition by law of a Union shop is designed to undermine and weaken the solidarity of the working class and specifically of the men and women who work for the Postal Service, by encouraging postal employees to shun Union membership and

exploit unfairly the courage and generosity of the Union Brothers and Sisters, turning worker against worker; and

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

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

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

THEREFORE, BE IT RESOLVED, that this Union shall make every reasonable effort to persuade Congress and the President to amend the Postal Reorganization Act to grant postal unions the right to negotiate and enforce lawful and constitutional union shop agreements, so that Mail Handlers

and other bargaining unit employees who refuse to join the NPMHU may be charged for their fair share of representational services, including costs for the filing of grievances, advocacy at arbitration hearings, training and education, membership communications, and the bargaining of Local and National Agreements regarding pay and working conditions.

### **RECOMMENDED LEGISLATIVE RESOLUTION NO. 2**

#### **PROTECTIONS FOR SOCIAL SECURITY AND MEDICARE**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **RECOMMENDED LEGISLATIVE RESOLUTION NO. 3**

#### **UNIVERSAL VOTER REGISTRATION AND VOTE BY MAIL**

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

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

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

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

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

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

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

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

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

WHEREAS, the States of California, Colorado, Hawaii, Nevada, Oregon, Utah, Vermont, Washington, and the District of Columbia have already implemented universal vote by mail;



the States of Arizona, Maine, Maryland, Michigan, Minnesota, Montana, Nevada, New Jersey, New Mexico, and Virginia offer permanent absentee voting; and the States of Alaska, Arizona, Florida, Georgia, Idaho, Illinois, Iowa, Kansas, Maine, Maryland, Massachusetts, Michigan, Minnesota, Nebraska, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, South Dakota, Wisconsin, and Wyoming offer no excuse absentee voting; and

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

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

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

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

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

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

BE IT FURTHER RESOLVED, that the NPMHU supports and shall continue

to work for the passage of vote by mail legislation at the federal and state level.

## **RECOMMENDED LEGISLATIVE RESOLUTION NO. 4**

### **CAMPAIGN FINANCE REFORM**

**Submitted by the Committee of the Future**

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

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

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

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

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

BE IT FURTHER RESOLVED, that the NPMHU encourages the Supreme

Court to reconsider its decisions in Citizens United and related cases; and

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

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

## **RECOMMENDED LEGISLATIVE RESOLUTION NO. 5**

### **RAISE THE MINIMUM WAGE**

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

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

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

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

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

WHEREAS, opinion polls show that an overwhelming majority of Americans

support increasing the minimum wage to at least \$17.00 per hour; and

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

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

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

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

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

### **RECOMMENDED LEGISLATIVE RESOLUTION NO. 6**

#### **RESOLUTION ON VOTING RIGHTS**

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

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

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

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

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

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

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

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

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

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

THEREFORE, BE IT RESOLVED, that the NPMHU should join with allied organizations at the local, state, and national levels to secure legislation and enforce constitutional provisions to

ensure an untarnished right to vote for all Americans; and

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

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

and

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

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

### **RECOMMENDED LEGISLATIVE RESOLUTION NO. 7**

#### **SUPPORTING THE RIGHT TO ORGANIZE**

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

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

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

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



failed to keep up with disruptive technologies; and

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

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

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

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

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

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

WHEREAS, employees in right-to-work laws states on average annually earn approximately

\$9,000 less, face increased work-related deaths, and are more likely to be uninsured than those in states without these laws;

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

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Public Service Freedom to Negotiate Act (H.R. 8426) as it would set

a minimum nationwide standard for collective bargaining for those in the public sector at the federal, state, and local levels.

## **RECOMMENDED LEGISLATIVE RESOLUTION NO. 8**

### **RESOLUTION ON REPRODUCTIVE RIGHTS AND ACCESS TO COMPREHENSIVE HEALTHCARE**

**Submitted by Errol Tony Wilson (edited by the Legislative Committee)**

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

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

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

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

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

Comprehensive reproductive healthcare services, including contraception, prenatal care, abortion care, and postpartum care, shall be accessible and

affordable to all individuals, regardless of race, income, geographic location, or immigration status.

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

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

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

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

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

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

Research and data collection efforts shall be supported to assess the impact of reproductive healthcare policies, track reproductive health indicators,

and identify areas for improvement in reproductive healthcare access and quality.

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

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

### **RECOMMENDED LEGISLATIVE RESOLUTION NO. 9**

#### **PROMOTING RESPONSIBLE GUN OWNERSHIP AND ENHANCING PUBLIC SAFETY**

Submitted by Errol Tony Wilson (edited by the Legislative Committee)

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

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

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

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

THEREFORE, BE IT RESOLVED THAT,

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

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

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

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

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

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

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

innovative strategies to reduce gun-related harm.

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

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

### **RECOMMENDED LEGISLATIVE RESOLUTION NO. 10**

#### **RESOLUTION ON ALLEVIATING POVERTY AND PROMOTING ECONOMIC JUSTICE**

Submitted by Errol Tony Wilson (edited by the Legislative Committee)

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

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

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

WHEREAS, addressing poverty requires comprehensive and multidimensional approaches that tackle its root causes, promote economic justice, and ensure the full realization



of human rights for all individuals and communities;

THEREFORE, BE IT RESOLVED THAT,

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

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

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

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

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

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

Employment opportunities shall be expanded through inclusive economic growth strategies, entrepreneurship

development programs, and investments in job creation, particularly in sectors that provide decent work, fair wages, and social protections.

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

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

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

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

## **RECOMMENDED LEGISLATIVE RESOLUTION NO. 11**

### **HARRIS-WALZ ENDORSEMENT**

**Submitted by the National Executive Board**

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

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

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

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

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

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

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

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

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

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

WHEREAS, Vice President Harris picked Tim Walz as her running mate, a union brother who has signed

pro-worker legislation as Governor of Minnesota;

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

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

WHEREAS, Vice President Kamala Harris has received enthusiastic

endorsement from the AFL-CIO and the Laborers' International Union of North America;

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

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

