



2012 PRE-CONVENTION REPORT



The 2012 NPMHU National Convention is now just over a week away as the National and Local Unions finalize their preparations. In accordance with our National and Uniform Local Union Constitutions Local 308 submitted proposed changes to the organic law of this Union which will be discussed and, undoubtedly, debated during convention proceedings. Below are the changes submitted by your Local. **Deletions are in bold Red**, additions are Underlined.

Constitution of the National Postal Mail handlers Union

ARTICLE V – Membership

Section 2. Individuals employed in any branch, department, or agency of the federal government, including the Postal Service, who do not otherwise qualify for regular membership in this Union may be admitted to associate membership in this Union upon the payment of the dues provided in Article XIV or on such other terms and conditions as shall be permissible under applicable law and regulations and as shall be determined by this Union. The National Postal Mail Handlers Union shall be entitled to retain fifty-one cents (\$0.51) per pay period as per capita tax on such dues of associate members who are on dues check off. In the case of associate members who are not on dues check off, and who are not postal employees, the National shall receive **ten dollars (\$10.00)** twelve dollars and fifty cents (\$12.50) per year associate membership fee from the **forty-two dollar (\$42.00)** fifty dollar (\$50.00) associate membership dues per year. The Local may pay the **ten dollars (\$10.00)** twelve dollars and fifty cents (\$12.50) per associate member dues prior to January 31st. The National shall have the right to deduct the associate member fee from the Local dues check off on a quarterly basis should the Local fail to pay its associate members fee.

Membership by a Federal employee in any other affiliate of LIUNA shall constitute associate membership in this Union for the purpose of participation in the Mail Handlers Health Benefit Plan and any other National or Local Insurance or Benefit Plan which may be established.

ARTICLE VIII - Duties of the National Secretary-Treasurer

Section 4. The National Secretary-Treasurer shall be responsible for developing and overseeing a uniform system of accounting and record keeping for the National Union and Local Unions and either s/he, or his/her designee, may inspect the books or records of Local Unions on an equitable basis from time to time to assure compliance with prescribed standards and

procedures.

Upon failure of a Local Union to provide copies of required tax filings as proscribed by Article IV, Section 5D9 of the ULUC, the National Secretary-Treasurer, with the approval of the National Executive Board, shall investigate the circumstances surrounding said failure.

ARTICLE X - National Executive Board - Duties and Powers

Section 4. Upon failure of a Local Union to provide copies of required tax filings as proscribed by Article IV, Section 5D9 of the ULUC, the National Executive Board shall determine whether the National Secretary-Treasurer should investigate the circumstances surrounding such failure.

tional Billing Program shall be returned to the Local Union on a regular periodic basis pursuant to the Uniform National Billing Program; provided, however, that the costs of collection shall be published and distributed annually to the Local Presidents, together with a complete explanation of increases which shall be approved by the National Executive Board.

ARTICLE XV - Financial Affairs/ Standards

Section 5. The total assets of the National Union as reflected by the LM-2 shall not exceed thirty-five million dollars (\$35,000,000.00) by the end of the fiscal year in which a National Convention is convened. As soon as practicable following the end of the identified fiscal year, any

amount in excess of the thirty-five million dollar (\$35,000,000.00) cap shall be distributed to the Local Unions and will be apportioned based on each Local Union's regular membership total as of pay period one (1) of the calendar year following a National Convention.

Uniform Local Union Constitution of the National Postal Mail handlers Union

ARTICLE IV – Officers

Section 5. Duties of Officers.

Local President

11. S/he shall have the power to appoint, remove and supervise

shop stewards, however the Local President shall certify each duly elected Branch President as a shop steward within his/her facility. Such shop steward appointments/removals must be submitted in writing (specifying name, installation and tour of duty) to the respective postmaster/installation head.

D. Treasurer

9. S/he shall provide copies of all required tax filings to the National Secretary-Treasurer as well as the Local Executive Board by June 15th of each year provided no extension has been granted by any applicable taxing authority.

910. The fiscal year of this Local Union shall commence on January 1st.

Section 8. Audits

The Local President shall order a yearly audit of the Local Union's finances by a Certified Public Accountant. Such audit shall be made in accordance with professionally accepted standards for auditing labor unions. The results of such audit shall be made available to the membership of this Local Union, and shall be provided to the National Secretary-Treasurer.

In Solidarity,
John Gibson

*NPMHU, Local 308
President's Report
July 2012*



Article XIV – Dues and Per Capita Tax

Section 4. The per capita dues of associate members payable to this Union shall be **forty-two (\$42.00)** fifty dollars (\$50.00) per year for both postal and federal government associate members. In the case of postal associate members, the National Union shall be entitled to retain fifty-one cents (\$0.51) per pay period as a per capita tax for such associate members. That fifty-one cents per pay period per capita tax for those postal associate members who are on dues check off will be deducted from the dues check off payments made by the Postal Service to the National Postal Mail Handlers Union pursuant to the National Agreement. In the case of associate members who are not postal employees, the National shall receive **a ten dollar (\$10.00)** twelve dollars and fifty cents (\$12.50) per year associate membership fee from the total **forty-two** fifty dollar associate membership annual dues payable by those associate members. That amount shall be paid to the National Union in the course of the billing and collection of those annual associate member dues pursuant to the National Uniform Billing Program. The remainder of the **forty-two dollar (\$42.00)** fifty dollar (\$50.00) annual associate members dues minus the cost of collection under the Uniform Na-