



# FYI

NPMHU LOCAL 321 Feb 2025

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Brothers and Sisters,

## The labor movement is under attack

Right now, we are facing a direct attack—not just on the National Labor Relations Board (NLRB), but on our rights as union workers. This administration is targeting the very agency that is supposed to enforce labor laws and protect workers like us. By undermining the NLRB's executives, cutting its resources, and siding with corporate interests, they are making it harder for unions to fight back against unfair labor practices.

Make no mistake—this is a calculated move to weaken labor power and silence the voices of working people, including the dedicated Mail Handlers who keep this country moving. A weak NLRB means a system that favors management, where grievances are ignored, collective bargaining is undermined, and our ability to stand up for safe working conditions is threatened.

The stakes are too high for us to remain silent. The NPMHU Local 321 has always fought for fair treatment, and respect on the workroom floor. We must push back against these attacks, stand in solidarity, others to ensure that the laws protecting our rights remain strong and enforceable.

Now is the time to stay informed, stay engaged, and make our voices heard. An attack on the NLRB is an attack on every union worker—an attack on the Mail Handlers who process this nation's mail every single day.

## The Trump Administration Attacked on EEO Department

Recently President Donald Trump took significant actions affecting the Equal Employment Opportunity Commission (EEOC) and federal diversity initiatives:

President Trump removed Democratic commissioners Charlotte Burrows and Jocelyn Samuels from the EEOC, an unprecedented move that disrupted the agency's bipartisan structure and hindered its ability to enforce workplace discrimination laws

He signed an executive order titled "Ending Illegal Discrimination and Restoring Merit-Based Opportunity," which dismantled diversity, equity, and inclusion (DEI) programs at the federal level. This order rescinded Executive Order 11246, originally signed in 1965 to prohibit em-

ployment discrimination by federal contractors and require affirmative action. The executive order prohibits private organizations from conducting DEI employment programs for jobs created by federal contracts, affecting numerous private-sector workplaces

Recent actions to dismantle Diversity, Equity, and Inclusion (DEI) programs threaten the fairness and protections that working people—especially postal employees—have fought for over generations.

As members of the **National Postal Mail Handlers Union Local 321 (NPMHU-Local 321)**, we must stand against policies that roll back workplace rights and protections, leaving workers more vulnerable to discrimination and exclusion.

DEI programs help prevent unfair hiring, promotions, and workplace policies that could disproportionately impact women, minorities, veterans, and workers with disabilities. Without these safeguards, discrimination and bias could go unchecked.

Many DEI policies work hand in hand with **anti-discrimination laws and union protections**. Weakening DEI initiatives could make it harder to **hold management accountable** when unfair practices arise.

The Postal Service operates best when **all employees—regardless of race, gender, or background—are treated with dignity and respect**. DEI programs promote fairness, making sure every worker has a voice at the table.

USPS is a cornerstone of American society, serving communities of all backgrounds. When diversity is embraced, our workforce reflects the people we serve, strengthening trust in the service we provide.

If the Service attempt to adopt these draconian actions we will hold management accountable with our current Collective Bargaining Agreement and in other avenues at our disposal.

In my last Article to you our members (if you read it) I spoke about elections has consequences, We are now seeing what can happen— The labor movement should be raising significant alarm over the current state of affairs.

## Bid Annual Selections

Brothers and sisters Bid Annual Leave process for all installations in Colorado

and Wyoming should now be completed. All Full-Time Regular Mail Handlers should have been given the opportunity to select their planned vacation for the year.

In addition, Full-Time Regular (FTR) employees may request additional leave after all Mail Handlers have had a chance to make their initial selections. In some installations, this additional leave selection is granted on a first-come, first-served basis, provided you have earned the necessary leave for the year.

If you wish to request additional leave, please submit your request to your immediate supervisor as soon as possible. **Remember, you must have sufficient accrued leave to be eligible for this additional time off.**

If you encounter any issues with the process or believe your rights have been overlooked, reach out to your local union representatives for assistance. Your earned leave is a benefit you have worked for, and we are committed to ensuring all Mail Handlers receive fair access to their deserved time off.

## JEREMY BARRIAULT ANNUAL MEMORIAL SCHOLARSHIP AWARD 2025-26

The Executive Board of Local 321 has committed twenty-five hundred dollars (\$2,500.00) to be awarded to five (5) eligible applicants as five (5) five-hundred-dollar (\$500.00) scholarships for the 2025/2026 school year.

Local 321 awards these scholarships in the name of our former Brother Jeremy Barriault to help offset the costs for members and their dependents who desire to better themselves through higher education as full-time students. Please pick up your application from your respective union branch or scan the QR code below.



*Tony Wilson*

NPMHU-Local 321  
President