

THE MAIL HANDLER

FALL 2022

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION



PRESIDENT HOGROGIAN TESTIFIES

BEFORE SUBCOMMITTEE ON **GOVERNMENT OPERATIONS**



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PRESIDENT HOGROGIAN PROVIDES UPDATE ON NATIONAL BARGAINING

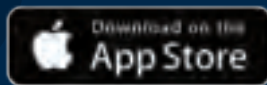
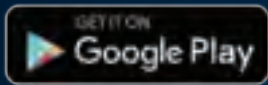
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PRESIDENTS GATHER IN WASHINGTON DC FOR SECOND SAMLU OF 2022

34

MEASURING THE SUCCESS OF COLLECTIVE BARGAINING

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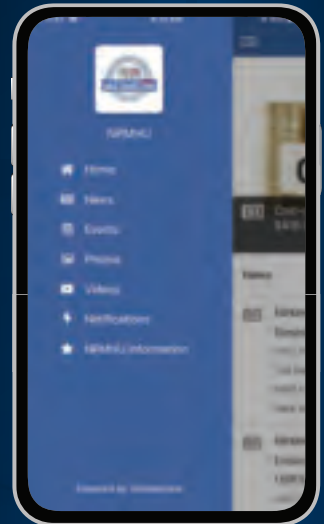
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- + Quadrennial Convention Information
- + NPMHU Women's Committee
- + Current Wage Charts
- + COVID-19 Resources





THE MAIL HANDLER

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MAIL HANDLERS UNION

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CONTENTS

4 President's Report

Status on Contract Negotiations with USPS

6 Secretary-Treasurer's Report

Avoiding Unintended Multiple Dues Withholdings

8 SAMLU Report from Washington, DC

18 Contract Administration Department Report

Subcontracting Update

20 Legislative and Political Report

Midterm Elections See Change in House Majority

22 Testimony of National President Hogrogian

before the Subcommittee on Government Operations, House Committee on Oversight and Reform

32 Women's Committee Report

We Are Family

34 Measuring Success

by Eastern Region Vice President John Gibson

38 Mail Handlers Across the Country

See pictures of various meetings and functions across the country



ON THE COVER:

On November 16, 2022, National President Hogrogian testifies before the Subcommittee on Government Operations, House Committee on Oversight and Reform concerning the Postal Service's readiness for the holiday rush.

THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

NATIONAL NEGOTIATIONS EXTENDED PAST SEPTEMBER 20, 2022 DEADLINE

Paul V. Hogrogian, National President



Dear Members:
The following includes a report on the status of the contract negotiations with the Postal Service as it stands at the time that this article goes to publication.

The collective bargaining agreement between the NPMHU and the USPS expired on September 20, 2022.

Since the beginning of June 2022, the NPMHU Negotiations Team has been working diligently to secure a new collective bargaining agreement with the U. S. Postal Service. For over four months, NPMHU representatives have spent countless hours analyzing and developing proposals and meeting with USPS representatives. Despite the concerted efforts of both parties, the NPMHU and USPS have so far, at the time that this article goes to press, been unable to reach a comprehensive agreement on all the terms to be included in the 2022 National Agreement.

Enough progress was made over the negotiation period, however, to convince the parties to extend bargaining past the September 20, 2022 deadline.

The parties have made significant progress in subsequent discussions and are extremely close to an agreement. The parties have reached an agreement in principle on most of the major issues. The parties must finalize language on the implementation of the agreements that we have reached.

Entering negotiations, our priorities in bargaining included:

1. A fair and just general wage increase

2. A continuation of our current Cost of Living Adjustments (COLAs)
3. Keeping the No Lay Off clause
4. Improving the wages, rights, and benefits for our MHAs
5. Increasing MHA conversions to career status
6. Returning subcontracted work to the Mail Handler Craft while stopping future subcontracting
7. Minimizing the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments
8. Addressing the issue of MHAs serving as 204Bs
9. Fixing the badly broken wage scale which hinders the recruitment and retention of new Mail Handler employees

We believe that we successfully addressed most, if not all, of these priorities.

If and when the NPMHU and the Postal Service come to an agreement, it will be subject to a mail referendum ballot of the entire NPMHU membership. All regular dues paying members will have a chance to make their voices heard and give their assent to the new terms and conditions included in the 2022 National Agreement. However, if no agreement is reached, and the parties reach impasse, there are alternate dispute resolution procedures to determine the changes to the National Agreement through final and binding interest arbitration.

The NPMHU will keep the membership informed of the progress of these negotiations.

* * *

The Postal Service has finally cancelled all of the Phase II closings and consolidations that have been pending during the past several years.

However, the Postal Service has now announced a new, more comprehensive Network Redesign plan. The centerpiece of the Network Redesign project is the establishment of Regional Distribution Centers (RDCs) in approximately 64 metropolitan areas throughout the country. These RDCs would consolidate all originating letters, flats, and parcels from all mail processing facilities within a metropolitan area into one mega-processing center. These RDCs would also process some of the destinating mail. Most, but not all, of the NDCs will be transformed into RDCs. Most of the processing plants from which originating mail was taken would continue to process destinating letters, flats and parcels and would be renamed Local Distribution Centers (LDC). The information that we have received from the Postal Service is high on concept but extremely low on details. The plans are fluid and are constantly changing.

The USPS has announced Wave #1 of its RDC sites (all subject to change), including the following facilities:

1. Sandston (Richmond), VA
2. North Houston, TX
3. Santa Clarita, CA

4. Bethpage, NY
5. Charlotte, NC
6. Greensboro, NC
7. Jersey City, NJ
8. Atlanta, GA
9. Chicago, IL
10. Indianapolis, IN
11. Portland, OR

It is worth repeating that these plans are extremely fluid and subject to change. The National Office will provide updates on this project once we receive more information.

The Postal Service also has plans to consolidate many of its delivery operations into super delivery sites call Sorting and Delivery Centers (SDCs). The purpose of the plans is to centralize the delivery functions of several post offices into a single mega-delivery site. It is possible that the Postal Service may establish over 900 of these SDCs throughout the country. The Postal Service has identified the following sites to be in its initial phase of SDCs:

1. Athens, GA
2. Brooklyn, NY (parcels only)
3. Bryan, TX
4. Utica, NY
5. Gainesville, FLA
6. Panama City, FLA
7. Woburn, MA
8. Pasco, WA

It is still early in the project and all plans are subject to change.

The NPMHU has also been in discussions with the Postal Service to return some of the Terminal Handling Services (THS) work which has been subcontracted for many years. We have reached agreement to return the THS functions in Phoenix and Anchorage, Alaska and are discussing bringing other THS sites back in-house, including Kansas City and Philadelphia.

The NPMHU is committed to convert as many MHAs as we can to career status. The provisions of the Residual Vacancy MOU continue to apply, and they have paid significant dividends in addition to the MHAs who were converted under the various conversion MOUs.

- Total Conversions since the inception of the MHA category: 37,000
- Total Conversions since the Residual Vacancy MOU: 35,000

The NPMHU will continue its efforts to maximize the Full-Time career workforce for Mail Handlers.

The National Office has spent the last 32 months dealing with the effects of the COVID 19 pandemic. Recent reports show a significant decrease in the COVID numbers since February

2022, when there were 18,500 postal workers infected with the virus. The most recent reports list less than 900 employees infected. It appears that the worst of the pandemic is behind us.

The CDC issued new guidelines in August. The Postal Service has now revised its own protocols to conform to these guidelines. The changes include:

1. Social distancing recommended, not required
2. Close contact tracing no longer performed by USPS (OHNA's)
3. Self-Isolation Guidelines put in place
4. New Decision Tree which eliminated Administrative Leave for COVID reasons

Our National Representatives continue to meet, when necessary, with our counterparts in postal management to discuss COVID issues.

I remain confident that through the work of our Contract Administration Department and our legal representatives, and through the hard work of our Regional, Local, and Branch representatives, we can successfully meet all challenges that lie before us.

Fraternally,



Paul V. Hogrogian
National President

I remain confident that through the work of our Contract Administration Department and our legal representatives, and through the hard work of our Regional, Local, and Branch representatives, we can successfully meet all challenges that lie before us.

AVOIDING UNINTENDED MULTIPLE UNION DUES WITHHOLDING

Michael J. Hora, National Secretary-Treasurer



Nearly twenty years ago, on December 4, 2003, the four major Unions representing postal employees entered into an understanding known as the “Reciprocal Agreement” between and among the representatives of the American Postal Workers Union (APWU), the National Association of Letter Carriers (NALC), the National Rural letter Carriers Association (NLRCA), and the National Postal Mail Handlers Union. The Reciprocal Agreement was reached after decades of confusion resulting from members of one bargaining unit transferring to another bargaining unit, joining the Union of the gaining bargaining unit and finding themselves suddenly paying dues to both Unions. This problem caused unwanted results for the member and the Unions. The “Reciprocal Agreement” was created with the intent to resolve these issues once and for all.

Unfortunately, most members of bargaining units have never even heard of this agreement, and many representatives of the bargaining units, including most Officers and Stewards, have little familiarity with the “Reciprocal Agreement” and how to apply it. Compounding this issue is the constant movement, both voluntarily and involuntarily, from one bargaining unit to another within the Postal Service. On average, the number of active applications for transfer on the Postal Service’s eReassign page easily eclipses 20,000 lines. This represents a significant percentage of postal employees seeking to transfer at any given time.

Even though not all such applications are seeking a job in a different craft, this still represents a considerable number of people seeking to change their work locations and, often, their craft. This number is buttressed by other employees being involuntarily moved from one craft to another. “Excessing” has been a reality in the Postal Service for decades, but in the past decade, the Postal Service has ramped up the number of impacted employees in all crafts. Many times, employees arrive in a new building and/or a new craft and are immediately approached by a well-meaning Shop Steward who asks the newly arrived employee to join their new Union. This equally well-meaning employee fills out the Form 1187 (Authorization for Deduction of Dues) and hands it to his or her new Shop Steward, who then submits it to the USPS Human Resources Shared Service Center (HRSSC) and just like that, the new employee is now paying “double dues.” The employee may not even notice they are paying double dues for a few pay periods, but when they do, who do they blame? The Union, of course!

In an attempt to reduce the unintended consequences just described, the Unions entered into the Reciprocal Agreement that deals specifically with one singular issue: eliminating “double dues” payments in situations where a Union Member leaves a position with one bargaining unit for a different bargaining unit and joins the gaining Union. This is a very specific agreement between and among the four Unions. There are specific instructions within

the “Reciprocal Agreement” for each specific Union that explains — step-by-step — how to process a Standard Form 1187 (Authorization for Deduction of Dues) for an employee who already belongs to another Union and thus how to keep that employee from suffering from “double dues.” A copy of the “Reciprocal Agreement” is available in the Stewards Resources section of our website or through request to the National Office. So, what exactly does the “Reciprocal Agreement” say? For an employee from another craft who is a member of their former bargaining unit’s Union, joining the NPMHU (and avoiding double dues) is pretty simple, and it goes like this:

- Employee fills out a Standard Form 1187 (Authorization for Deduction of Dues).
- The Union Representative who signs up the employee writes on the top of the signed 1187, “DO NOT PROCESS UNTIL APWU [or NALC or NLRCA] DUES DEDUCTION IS TERMINATED.” The Union Representative maintains the 1187 locally until the former Union’s dues deductions stop (see below).
- The Local Union sends a letter to the National Secretary-Treasurer along with a copy of the subject 1187 and requests assistance with termination of the subject employee’s prior bargaining unit’s dues deduction.
- The National Secretary-Treasurer makes a written request to

cancel dues deductions to the losing Union organization.

- The National Secretary-Treasurer contacts the Local Union when verification of the cancellation of dues is received.
- The Local parties should then transmit the SF 1187 of the new member to HRSSC for processing.

There is another problem, as well. Some of the well-meaning representatives of our Union and others unwittingly attempt to allow people out of their respective Union for any variety of reasons, such as when the member is suffering financial hardship, or the member has transferred to another craft (but doesn't want to join the gaining Union).

The National Office gets a lot of inquiries from Local Unions and Local representatives looking to cancel an employee's dues for reasons other than those that fall under the purview of the "Reciprocal Agreement." Some folks just want to stop paying dues. Some folks leave the Mail Handler craft but

do not join the Union in their new bargaining unit. These situations are covered by the terms and conditions of the USPS Employee and Labor Relations Manual, Section 925.122, and not the "Reciprocal Agreement."

Another common question surrounds one's dues authorization when separated for various reasons such as lack of work. This situation is governed by ELM 925.21. The Postal Service will discontinue dues withholding upon separation of any employee enrolled in the dues withholding program, although the process is modified for non-career employees. Dues withholding is discontinued for a non-career employee at the end of a term of employment. However, the SF 1187 stays in effect for 180 days. If the employee is rehired within 180 days, the dues deduction restarts automatically, unless the employee submits a cancellation as specified in ELM 925.122d. After a separation of 180 days, a rehired employee must complete another SF 1187 in order to activate dues withholding.

Lastly, a word about the upcoming dues increase. Consistent with Article

XIV, Section 3 of the NPMHU National Constitution, the National Office will soon be implementing a regular membership dues increase in the amount of two dollars (\$2.00) per pay period — of which the Local Union will receive one-dollar (\$1.00) per pay period.

This dues increase includes the regular and special one-time dues increase authorized by Article XIV, Section 3 of the NPMHU National Constitution and is scheduled to become effective in PP25-2022 — to be reflected in paychecks issued on December 9, 2022.

Our commitment to the NPMHU requires that all Mail Handlers belong to the Union that fights for their wages, hours, and other terms and conditions of employment, without exclusion and without exception. Thank you for your continued support.

In Unity,



Michael J. Hora
National Secretary-Treasurer





REPORT | WASHINGTON, DC

The Semi-Annual Meeting of the Local Unions (SAMLU) was held in Washington, DC from October 31 through November 1, 2022. In attendance were the National Executive Board (NEB) Members,

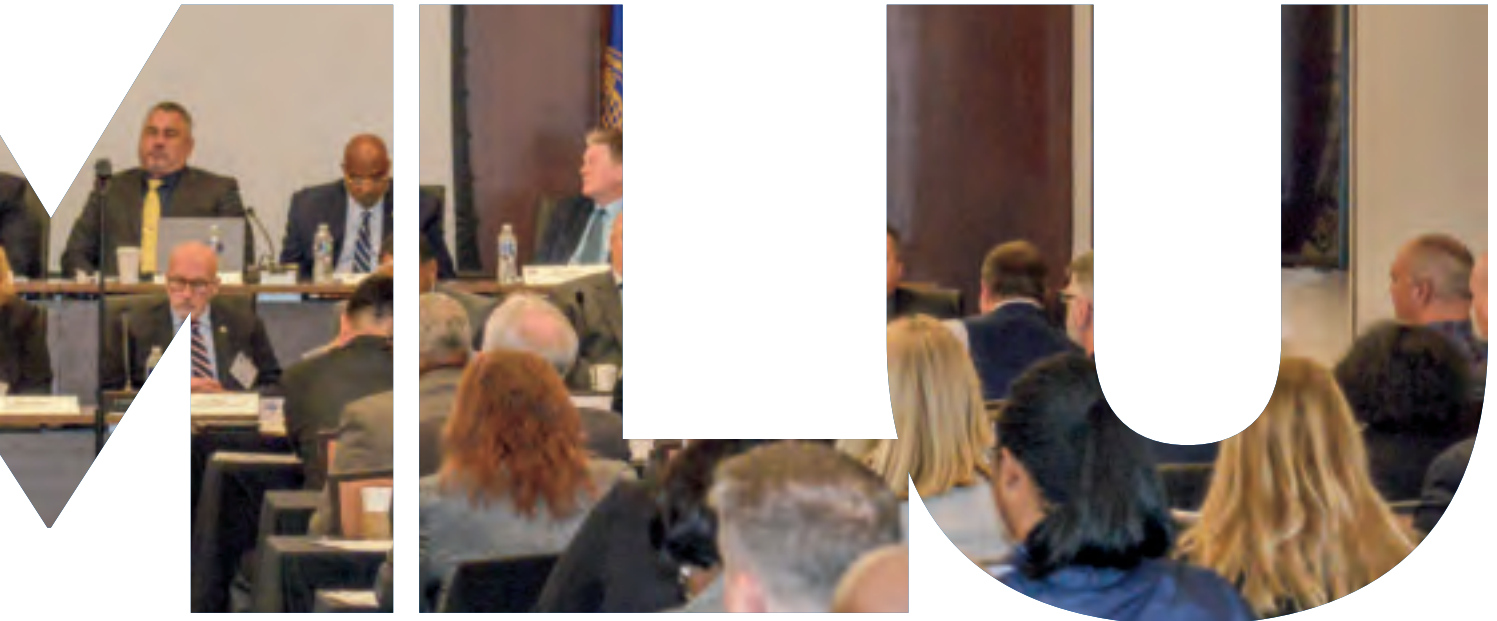
General Counsel, all NPMHU National Office Department Heads, National and Regional Contract Administration Department (CAD) Representatives, as well as officers and representatives from the NPMHU Local Unions.

In his welcoming remarks, National President Hogrogian congratulated the two recently elected Local Presidents; Maurice Torres (Local 313) and Latonia Johnson (Local 314). In addition, President Hogrogian congratulated other recently



National President Paul Hogrogian





ected and re-elected Local Union officers who were in attendance.

Subsequent to these salutations, National President Hogrogian introduced Laborers' International Union of North America (LIUNA) General

President, Terry O'Sullivan, who was received by the SAMLU attendees with thunderous applause. Brother O'Sullivan welcomed Mail Handlers to LIUNA's international headquarters in Washington, DC. General President

O'Sullivan spoke passionately about the upcoming midterm election, the importance of grassroots involvement and get out the vote efforts. Lastly, Brother O'Sullivan addressed the challenges of negotiating a collective bargaining



National Secretary-Treasurer Michael Hora



LIUNA General President Terry O'Sullivan



Eastern Region Vice President John Gibson

agreement and pledged that “LIUNA stands with you, supports you and has your back!”

National President Hogrogian then provided a comprehensive account of the activities of the National Union since the April 2022 Semi-Annual Meeting of the Local Unions. President

Hogrogian addressed a wide array of topics, beginning with the Postal Service’s financial situation and the status of national mail volume.

The financial information provided by USPS for the third quarter of fiscal year (FY) 2022 (April 1 through June 30, 2022), reflects that the Postal Service

had a net gain of \$59.7 billion due to a one-time non-cash benefit of the Postal Service Reform Act (PSRA) of 2022, related to the prefunding mandate. Nevertheless, the Postal Service had an operational loss of \$459 million for the third quarter.

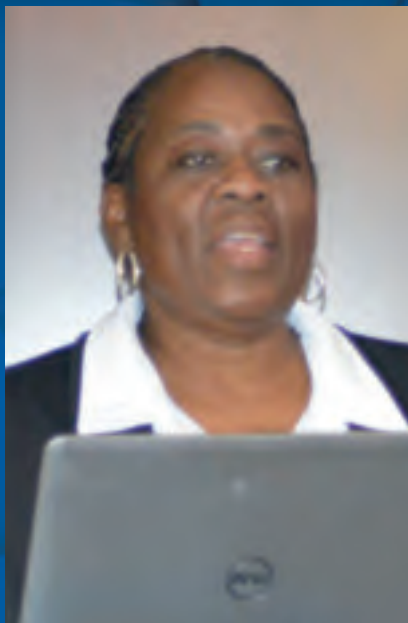
The USPS reported that total mail volume was down 0.7% compared to same quarter last fiscal year. First-class mail was down 5.1%, continuing the downward trend seen in recent years. In fact, first-class mail volume has declined each year for the last fifteen (15) years and is projected to continue to decline into the future. In contrast, marketing mail posted a moderate increase of 3.5 % for the quarter. Package volume, however, has decreased by 5% from last fiscal year but remains higher than those levels in the years before the Covid-19 pandemic. Postmaster General DeJoy maintains an optimistic outlook predicting increased parcel volume into 2023 and beyond.

Next, National President Hogrogian spoke about the make-up of the USPS Board of Governors. The Board of Governors consists of nine (9) Postal Governors in addition to the Postmaster General (PMG) and Deputy Postmaster General (DPMG). The sitting Governors include Robert Duncan, Roman Martinez, William Zollars, Lee Moak, Ron Stroman, Anton Hajjar, Amber McReynolds, Daniel Tangherlini, and Derek Kan. The term of two Governors (Lee Moak and William Zollars) is set to expire. Congresswomen Carolyn Maloney (D-NY-12) and Brenda Lawrence (D-MI-14), both of whom are not running in the general Congressional election, have expressed interest in serving on the USPS Board of Governors.

National President Hogrogian also reviewed the USPS Ten-Year Plan, which sets forth a series of strategies by which USPS management hopes to improve service and ensure financial stability. The major points of the



Northeastern Region Vice President
Dave Wilkin



Central Region Vice President
June Harris



Western Region Vice President
Don Sneesby



Southern Region Vice President
Lawrence Sapp

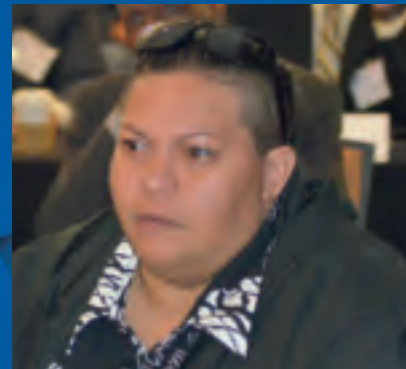
10-year plan include: (1) a commitment to six/seven day delivery; (2) new delivery vehicles; (3) planning for package growth; (4) establishing forty six (46) package support annexes; (5) stabilizing the non-career workforce while retaining employee benefits; (6) consolidating and standardizing mail processing operations in select installations; (7) post plan-retail improvements; (8) increased utilization of ground transportation versus air transport; (9) service standard modifications that include new four & five day delivery standards; (10) postal reform; and (11) acquiring rate flexibility. The NPMHU is supportive of most elements of the PMG's Ten-Year Plan, however, we will continue to oppose the consolidation of mail processing operations and the subcontracting of Surface Transportation Centers (STCs).

National President Hogrogian addressed closings and consolidations, noting that we cannot maintain our reliance on past assurances that these actions are on hold in view of the bleak postal finances, continued declines in mail volume, and network redesign references in the PMG's Ten-Year Plan. The Postmaster General projects a deficit reduction of \$150-\$160 billion over the next ten (10) years after capturing savings from Medicare integration, increased revenue through rate flexibility and improved parcel volume, as well as reductions in transportation, infrastructure, and labor.

National President Hogrogian also reviewed an April 27, 2021, notification wherein the Postal Service announced a planned implementation of secondary mail moves for eighteen (18) facilities that will include destinating flats and/or letters. Of the eighteen facilities identified, there are ten (10) where mail handlers are currently working, including Bend (OR), Erie (PA), Gainesville (FL), Huntsville (AL), Mid-Hudson (NY), North Bay (CA), Seattle DDC (WA), Southern Ct (CT), and Wausau



Local 298 President Wayne Foster



Local 299 President Keala Parker



Local 300 President Kevin Tabarus



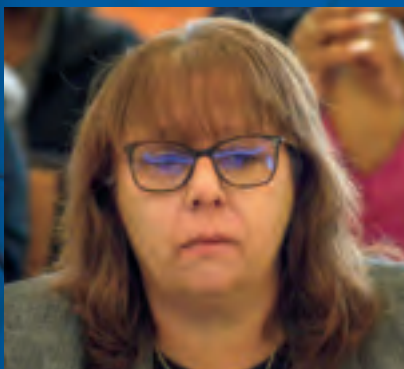
Local 301 Vice President Sean Sweeney



Local 302 President Tony Coleman



Local 303 President Eddie Cowan



Local 322 President Kelly Dickey



Local 323 President Jeff Larsen

(WI). These installations are not currently destined to close entirely, and should retain parcel processing, cross dock, and other operations. President Hogrogian highlighted two exemplary instances in which the Local Union was able to favorably influence projected impacts. By virtue of an arbitration and the pressures of political influence in Locals 309 and 316, the Erie, PA and Seattle, WA actions were rescinded.

National President Hogrogian spoke about the Postmaster General's

conceptual network redesign considerations, noting a plethora of possibilities driven by facility proximity, volume, standardization, and transportation opportunities.

Regardless of what has already been expressed by postal management, the proposed network redesign is fluid and ever-changing. USPS is proposing plant consolidations in sixty-four (64) metropolitan areas that could impact Regional Distributions Centers (RDCs) and Local Distribution Centers (LDCs) in Atlanta,

Charlotte, Indianapolis, Chicago, and San Juan. As it stands today, many NDCs will likely become RDCs. While some excessing seems inevitable, the NPMHU is working to minimize the negative impact on craft employees as future sites are announced.

Another component of the network redesign includes the establishment of Sorting and Delivery Centers (S&DCs). These large facilities purport to consolidate 34% of all nationwide carrier routes into S&DCs. The USPS is proposing



Local 310 President Lisa Greer



Local 314 President Latonia Johnson



Local 312 President Troy Davis



Local 311 President Charles Charleston



Local 316 Recording Secretary Tim Kovac



Local 317 President JC Morris



Local 318 President Nick Mosezar



Local 320 President Bernie Gonzalez



Local 321 President Tony Wilson



Local 313 President Maurice Torres



Local 304 President William 'Bip' McLemore



Local 305 President Felandria Jackson



Local 307 President Jim Haggarty



Local 315 President Joe Harms

to establish more than nine hundred (900) S&DCs nationwide. The near-term target is to establish seventy-five (75) S&DCs by the end of 2023 with three hundred (300) additional S&DCs coming online annually, beginning in 2024.

Subcontracting and redesign of the Surface Transportation Center (STC) network includes the USPS announcement to subcontract the STC operations in Kansas City, Chicago, Seminole/Orlando, Atlanta, Cap Metro, Springfield, New Jersey, Northern California, and Southern California. On

this matter, national level disputes have already been filed. USPS has increased some operations in subcontracted STCs despite informal conversations indicating otherwise. The NPMHU recently prevailed in National arbitration concerning the Postal Service's decision to subcontract Mail Handler work at the Kansas City STC. We are optimistic that this award will impose favorable influence and consequences on other subcontracted STCs.

Subsequently, National President Hogrogian briefed attendees on an

agreement with the USPS to return Terminal Handling Services (THS) work back to the mail handler craft. THS operations tender mail to, and receive mail from, the airlines and FedEx. The Phoenix, Arizona and Anchorage, Alaska THS operations have already been returned to the mail handler craft. The next site is Kansas City with more to follow.

The Postal Service has established forty-six (46) Package Support Annexes (PSAs) located near NDCs or large PDCs. PSAs will support mail processing

facilities in key locations in anticipation of growing package volume. The Postal Service plans to deploy Single Induction Package Sorters (SIPS) in forty-two (42) of the forty-six (46) sites.

National President Hogrogian then provided a comprehensive update on the effects of the COVID-19 pandemic. The USPS is reporting a significant decrease in the COVID infection numbers since February when there were 18,500 postal workers who tested positive for the virus. Recent reports show approximately 1,100 postal workers infected. The CDC also issued new COVID guidelines on August 11, 2022. This revised CDC policy prompted the USPS to modify their mask policy, making the wearing of face masks optional in postal facilities. National CAD Representative Eugene Horton is the point person for all COVID-19 issues.

The USPS established forty-three (43) sites to facilitate the distribution of 500 million COVID test kits to the American public. Mail Handler Assistants (MHAs) complement caps were relaxed by joint memorandum granting hiring and employment in excess of 24.5% for a period extended through October 7, 2022. The USPS has announced its intention to designate twelve of the test kit sites as “*long-term*.” The twelve sites designated as long-term are: Cleveland, Indianapolis, Industry, Las Vegas, Minneapolis, Nashville, New Jersey, Pittsburgh, Raleigh, St. Louis, Stockton, and Washington, D.C. The Postal Service has not yet defined what “*long-term*” means. The remaining thirty-one (31) sites would “ramp down” beginning in September.

National President Hogrogian spoke about the Mail Handler craft complement and the Mail Handler Assistants’ path to career. There were five prominent Memoranda of Understanding (MOU) signed in December 2020, March 2021, June 2021, March 2022, and May 2022 that collectively converted 16,906 MHAs to full-time regular status (FTR)



Local 324 President Dan Riemann



Local 328 President Todd Larson



Local 325 President Dwayne Williams



Local 329 President JR Macon



Local 330 President Bob Griffith



Local 331 President Dave Wisneski



Local 332 President Edvina Tesch



Local 333 President Monica Marshall



Local 334 President Sheldon Adams



Assistant to the National Officers Neil Ryan



Brad Corban, Aetna Manager of Federal Accounts



CAD Manager Teresa Harmon



CAD Representative Andy Badilishamwalimu and Southern Region Vice President Lawrence Sapp



CAD Representative Eugene Horton



CAD Representative Tom Ruther



Western Regional Director Nick Lehto

over a period of twenty (20) months. Total MHA conversions to career full-time regular are more than 37,000 with 35,000 occurring since the signing of the Residual Vacancy MOU.

National President Hogrogian concluded his report addressing the issue of national negotiations of our 2022 National Agreement following the expiration of the 2019 National Agreement on September 20, 2022. A comprehensive review was presented, including the NPMHU's bargaining objectives, as well as economic and non-economic goals. National President Hogrogian noted that the parties continue to make progress towards a tentative agreement worthy of a ratification vote by the membership. Though bargaining has continued past the original deadline this favorable movement was sufficient to warrant a mutual extension to bargaining. Negotiations continue and details will be disseminated in the coming weeks.

In addition, National President Hogrogian recognized and thanked the National Negotiations Team for their continued hard work in negotiations on behalf of the membership. The National Negotiation Team members are National President Hogrogian, Secretary-Treasurer Michael Hora, Manager of the Contract Administration Department (CAD) Teresa Harmon, National CAD Representatives Tom Ruther, Eugene Horton, and Neil Ryan, and our legal team from NPMHU General Counsel's office.

The SAMLU attendees next received National Secretary-Treasurer Hora's detailed presentation on the topic of NPMHU finances: NPMHU financial statements for the quarter ending June 30, 2022, deficit control measures, quarterly and annual expense and revenue analysis, and COVID-19 pandemic related impact on National Union finances were reviewed.

Furthermore, National Secretary-Treasurer Hora's report also included

information on Mail Handler complement; regular and associate membership trends and per capita analysis; revenue projections and allocation among our Union's affiliated organizations; 2022 NPMHU Regular dues increase and per capita changes; 2023 NPMHU Associate Dues increase and billing process; and Cost of Living Allowance (COLA) review. National Secretary-Treasurer Hora discussed the Pay Period 19-2022 dues global adjustment, which is done on a quarterly basis to ensure members' dues deductions are correct.

As part of the ongoing membership recruitment program, National Secretary-Treasurer Hora discussed membership trends, which included recognizing the seven (7) Local Unions that have membership rates of 95% and higher. Also discussed, were the recruitment tools available to Local Unions. These tools include a recruitment video available at npmhu.org, on the "Hot Topics" tab, and should be played at Mail Handlers orientation. The Form 1187 electronic submission process to HRSSC was discussed in detail.

National Secretary-Treasurer Hora informed the attendees that the National Office has started preparations for the 2024 NPMHU Quadrennial

Convention to be held at Caesars Palace in Las Vegas, NV from August 19 through August 23, 2024.

The National and Local Constitution as amended by the 2020 National Convention are being printed and will be distributed to Local Unions upon completion. The 2020 National and Local Constitution is currently available at the NPMHU website.

National Secretary-Treasurer Hora concluded his presentation with an update on NPMHU mobile app usage. In addition, he referenced the ongoing need for Local Unions to review and update their cybersecurity. Applications for the NPMHU Arthur S. Vallone scholarship program are now open, with applications and eligibility requirements available under the "Member Resources" tab. Finally, the upcoming NPMHU National meetings schedule was provided to attendees. The next scheduled SAMLU is April 3-5, 2023, in Reno, NV. The NPMHU Women's Committee Report was presented by Committee Chair and Vice President Central Region/ Local 306 President, June Harris.

The assembly next heard a report from General Counsel Bruce Lerner on litigation and other pending legal matters involving the NPMHU National Union.

NPMHU Legislative and Political Director Katie Maddocks provided an update on what Mail Handlers can expect in the 2022 Midterm elections. With a projected change of party control in the House of Representatives, the NPMHU can assume a shift in the congressional agenda to come in the new year, with potential attacks against earned retirement and healthcare benefits, as well as a legislature antagonistic to the causes of organized labor. At the time of the SAMLU, the Senate was projected to remain split between parties, which can make moving legislation through, without broad consensus, difficult. To help Mail Handlers better prepare for fights against attacks and ensure the NPMHU legislative agenda is successful, the NPMHU will hold its Legislative Conference from May 2-3, 2023, in Washington, DC. It is the sincere hope that this conference will aid the promotion of our grassroots lobbying efforts.

On Tuesday, November 1, 2022, the attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan® (MHBP) from Executive Director Nina Gallaresi, Manager of Health Plan Operations, Melissa Shea, and Brad Corban, Aetna Director of



National Accounts. MHBP representatives provided an update on all health plan matters including 2023 Open Season, plan premiums and benefits, enrollment trends, recruitment, marketing, plan options including the Medicare Advantage Prescription Drug (MAPD) program, and the partial reimbursement program. The health plan presentation concluded with a screening of the new MHBP promotional video that is widely available to union representatives.

Next, National CAD Representative Eugene Horton, provided a full report and entertained questions on activities of the Contract Administration Department (CAD) since the last meeting of the Local Unions. This presentation was based on the written report that was distributed electronically before the meeting (and is posted at the MAIIS tab at npmhu.org) and included the following topics:

- The 2019 National Agreement
- The 2022 National Agreement & Bargaining
- Bidding Memorandum
- MOU: Additional Staffing with MHA Conversions
- Mail Handler Workforce

- COVID-19 Related Updates
- COVID-19 Test Kits
- Article 12 Task Force
- Postal Service Health Benefits Program (PSHB)
- RI-399 Jurisdictional Disputes
- Mech Tech
- Sorting and Delivery Centers (S&DCs)
- Regional Processing and Distribution Centers (RPDCs)
- National Arbitration Decision: Article 32 and the Subcontracting of the Kansas City STC
- Ending of the Open Area Mail Processing (AMP) Studies
- Subcontracting Committee
- Hydrogen Fuel Cell Batteries
- Sensor Enabled Location System (SELS)
- Use of eRMS for all Leave Entry
- Modified Arbitration Process (MAP)
- Mobile Delivery Device
- Cases Pending National Arbitration
- Pay Adjustment on the 10/14/2022 Pay Checks

- Quality of Work Life (QWL)
- Combined Federal Campaign (CFC)
- Postal Pulse Survey FY 2022
- Employee Assistance Program (EAP)
- Step 4 Appeals

Following CAD Representative Horton's report, the Article 12 Task Force and the RI-399 briefing was presented by CAD Representative Tom Ruther. The topics discussed included the most recent Conversion MOU signed in July 2022 and its implementation, bids being posted correctly and the award from Arbitrator Sharnoff on the ADUS. There was also a lively discussion on the processing of disputes of equipment being deployed throughout the Postal Service and how the RI-399 Update MOU applies.

The Semi-Annual Meeting of the Local Unions was concluded with a round-robin questions and answers session to allow all Local Unions to raise any other issues not already covered. Then, without any further business before the body, the Semi-Annual Meeting of the Local Unions was adjourned.





SUBCONTRACTING UPDATE

Teresa Harmon, Manager, CAD

Since 2013, the National Agreement has included two provisions governing the subcontracting of Mail Handler work by the Postal.

First, Article 32 of the National Agreement requires that the Postal Service “will give due consideration to public interest, cost, efficiency, availability of equipment, and qualification of employees when evaluating the need to subcontract.” To ensure that these factors are properly considered, Article 32 also requires that the NPMHU be notified and consulted before any final decision on subcontracting is made. In this light, Section 1B of Article 32 states that “The Employer will give advance notification to the Union at the national level when subcontracting which will have a significant impact on bargaining unit work is being considered and will meet with the Union while developing the initial Comparative Analysis Report. The Employer will consider the Union’s views on costs and other factors, together with proposals to avoid subcontracting and proposals to minimize the impact of any subcontracting. A statement of the Union’s views and proposals will be included in the initial Comparative Analysis and in any Decision Analysis Report relating to the subcontracting under consideration. No final decision on whether or not such work will be contracted out will be made until the matter is discussed with the Union.

Second, the National Agreement includes an MOU on subcontracting, part of which states the following: “Under the 2019 National Agreement, the parties commit to re-establishing their Subcontracting Committee and continuing their discussions about the possibility of returning mail handler work from the Surface Transportation Centers (STC), Mail Transport Equipment Service Centers (MTESC) and the bedloading project. The Committee will consider all relevant factors when discussing the issue outlined above, to include cost, operational efficiency, availability of equipment, and qualification of employees. In addition, any MHA employees utilized as referenced in paragraph 1 will not count against existing non-career caps.”

Based on this MOU, the parties at the National level have been engaged in continuous discussions about ongoing subcontracting projects and proposals, including the three subjects listed in the MOU itself.

In May 2017, the National parties reached their first agreement on insourcing or returning some of the bedloading work to the mail handler craft at the St. Louis Consolidation Deconsolidation Facility (CDF), which is physically attached to the St. Louis National Distribution Center (NDC). The parties agreed to an 18-month period during which a total of eight MHAs could be hired to perform the work for the CDF.

In March 2018, the Postal Service agreed to return all of the bedloading work back into the NDCs. The work was returned in three phases. The first phase was effective on May 19, 2018. The six sites returned in Phase 1 were: Springfield, Atlanta, Philadelphia, Kansas City, San Francisco, and Detroit. The second phase was effective on July 21, 2018. The seven sites that were returned in Phase 2 were: Minneapolis, Cincinnati, Dallas, Seattle, Denver, Chicago, and Jacksonville. The third phase was effective at the end of September 2018. Those six sites included Memphis, Greensboro, Pittsburgh, Los Angeles, Des Moines, and New Jersey.

On July 13, 2022, the parties reached an agreement on insourcing or returning some of the Terminal Handling Service work to the Mail Handler craft starting with a one-year pilot program in certain postal facilities. The Terminal Handling Services have been subcontracted by the Postal Service in most locations since 2001. To date, THS pilot programs have begun at the West Valley P&DC in Phoenix, Arizona and at the Anchorage P&DC in Anchorage, Alaska.

In addition to these pilot programs, the Postal Service sent notification last year on November 10, 2021 of its plans to implement a proof of concept project which is testing insourcing of some of the Terminal Handling Services (THS) work at the Columbus, OH P&DC.

The NPMHU has also prevailed in National arbitration concerning the Postal Service’s decision to subcontract Mail Handler work at the Kansas City Surface Transportation Center or STC. The award was issued by National Arbitrator Daniel Brent on August 15, 2022.

This case began in August 2019, when the Postal Service first notified the NPMHU at the National level that the Postal Service had decided to subcontract all mail handler work at the Kansas City STC, scheduled for opening and staffing in September 2019. The National Union initiated a grievance at

the Step 4 or National level, followed by additional grievances during subsequent months arising from similar situations in Chicago, Orlando, Atlanta, Washington DC, New Jersey, Massachusetts, Southern California, and Northern California.

Six days of hearings were held ending in October 2021, during which the NPMHU argued that the USPS action was a blatant violation of both Article 32 and the Memorandum of Understanding Re Article 32 that has appeared in all National Agreements since 2013. Specifically, the Union argued that these contract provisions require advance notice and discussions with the Union while the Postal Service is “developing the initial Comparative Analysis Report.” We also argued that the Postal Service is obligated, among other things, to consider the views of the Union before making its subcontracting decision, to respond to the

Union’s views in its decisional document, and to not make any final decisions on contracting out work prior to discussing the matter with the Union.

The Brent Award ruled for the NPMHU on all of these issues, and then remanded the issue of remedy to the National parties. The remedial portion of this Award and its impact on subcontracting at the STC in Kansas City, and possibly in other locations, is still to be determined as the parties are still discussing these matters at the time of writing this article.

The NPMHU also is hopeful that additional, subcontracted work can be brought back into the Postal Service. Although much of the information obtained by the NPMHU is subject to nondisclosure and confidentiality agreements, should you have any questions on these matters, please do not hesitate to contact the National CAD.

YOU CAN BE THE FACE OF CHANGE



The Combined Federal Campaign (CFC), as overseen by the Office of Personnel Management (OPM), is the official workplace charitable giving campaign for Federal, Postal, and Military employees and retirees. Since its official inception in 1964, the CFC has raised more than \$8.5 billion for charities and people in need.

The USPS CFC goal for 2022 is to raise \$5 million.

There are numerous methods for you to contribute to your charity or charities of choice through CFC. Giving online at the CFC Donor Pledging System portal (cfcgiving.opm.gov) is the favorite pledging method of many participants. Once registered, you decide on a pledge

option through payroll deduction, credit/debit card, E-check/bank transfer, or volunteer hours. Other giving options are available through the CFC Giving mobile app which is available on Android and IOS “App Stores”.

The CFC 2022-23 contribution solicitation period runs from September 1, 2022 through January 14, 2023. There are over 20,000 participating nonprofit charitable organizations to donate to through the CFC. One such charitable organization that helps fellow Postal employees is the Postal Employees Relief Fund (PERF). PERF was established in 1990 to aid postal employees and retirees whose homes are completely destroyed or left uninhabitable because of a major natural disaster or house fire. Currently in 2022, there has been seventy-nine declared major disasters. This includes Hurricane Ian, which severely impacted postal workers and facilities in Florida and Puerto Rico. When disaster strikes and all is lost, PERF is committed to helping postal families rebuild their lives. The PERF CFC charity code is 10268.

Please contribute to the Combined Federal Campaign.

MIDTERM ELECTIONS SEE CHANGE IN HOUSE MAJORITY

Katie Maddocks, Legislative and Political Director



Heading into the 2022 Midterm Elections, most polls predicted a “Red Wave,” with Republicans gaining a strong majority in the House of Representatives, Democrats struggling to hold onto the Senate, and a host of important State elections at risk of being dominated by anti-democratic election deniers. Despite the GOP touting the poor approval ratings of President Biden and inflation causing financial hardships in most households, and some benefits from Census-based redistricting, Republicans were only able to win a slim majority in the House. Meanwhile, Democrats flipped Pennsylvania’s Senate seat from red to blue, and thus when this article is printing, the Democrats will remain in control of the Senate irrespective of the outcome in the race for U.S. Senator from Georgia.

Now with a Democratic led Senate and a Democratic President, but Republicans in the majority in the House, expectations are that it will be difficult to move legislation forward. In addition to expected gridlock on Capitol Hill, Mail Handlers have already started to hear anti-labor rhetoric from House Republican leadership. In late September, projected soon-to-be Speaker of the House Kevin McCarthy (R-CA-20) released the *Commitment to America*, which called to “keep the most critical government programs running efficiently and effectively, with proper oversight.” While this might come off as

appropriate fiscal responsibility, in the past these calls for action have resulted in threats against not only against postal retirement benefits, but also healthcare and federal services that Mail Handlers and the rest of the American public rely on. Moving forward, the Mail Handlers Union will remind Republican leadership of the value of these earned benefits and necessary services.

NPMHU TESTIFIES ON PREPAREDNESS FOR PEAK SEASON

As the NPMHU is preparing to play defense in the 118th Congress before it starts in January, it must continue to play offense during the remaining days at the end of the 117th Congress. So on November 16, 2022 National President Hogrogian testified before the House Subcommittee on Government Operations. Led by Subcommittee Chairman Gerry Connolly (D-VA-11) and Subcommittee Ranking Member Jody Hice (R-GA-10), the subcommittee asked the question: is the United States Postal Service ready for the 2022 peak season? In his opening statement, President Hogrogian testified, “Yes, the Postal Service is ready for the holiday rush expected during 2022, as long as its Mail Handlers and the rest of our fellow postal employees have the necessary resources available to them.”

Throughout the hearing, Members of Congress and the various witnesses testifying brought up the struggles

the Postal Service, its employees, and customers faced in the 2020 peak season. As Chairman Connolly pointed out in his opening statement, performance back in 2020 was only at 67%. President Hogrogian explained that this was due to staffing issues caused by the COVID-19 pandemic, increases in parcel volume, the growing reliance on mail-in ballot initiatives used by eligible voters, and changes in the network. Over the past two years, however, the Postal Service has worked to overcome these performance issues. Tammy Hull with the USPS Office of Inspector General (OIG) stated that her office has been working to quickly identify problems and review readiness. Because of this work, from the OIG’s perspective, the Postal Service is ready for the 2022 peak season. However, Ed Carley, President of the United Postmasters and Managers of America (UPMA), raised concerns that management is short staffed. Regardless of this obstacle, he declared that UPMA is committed to on-time delivery. In a closing statement, Committee on Oversight and Reform Chairwoman Carolyn Maloney noted the vital need for the Postal Service as it binds the nation together, as well as the duty of all stakeholders to oversee improvements to promote performance.”

President Hogrogian's written testimony is on the following pages, and to view the full hearing, please visit the NPMHU website.



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TESTIMONY OF PAUL V. HOGROGIAN

NATIONAL PRESIDENT | NATIONAL POSTAL MAIL HANDLERS UNION

BEFORE THE SUBCOMMITTEE ON GOVERNMENT OPERATIONS

HOUSE COMMITTEE ON OVERSIGHT AND REFORM

THE HOLIDAY RUSH:

IS THE POSTAL SERVICE READY?

NOVEMBER 16, 2022



Chairman Connolly and members of the Subcommittee, my name is Paul Hogrogian. I serve as the National President of the National Postal Mail Handlers Union (NPMHU), a position I have held since 2015. Previously I served on the Union's National Executive Board for ten years as Northeastern Regional Vice President, and as Local President for the New York metropolitan area for over twelve years. I started my career with the United States Postal Service in 1971 as a casual letter carrier in my hometown of Dumont, New Jersey. I later became a distribution clerk in Hackensack, New Jersey from 1971 to 1973 before becoming a Mail Handler in 1976 at the New Jersey Bulk Mail and Foreign Mail Center, now called the New Jersey Network Distribution Center, a position that I still hold today.

Thank you for the opportunity to discuss the performance of the Postal Service during what is known as peak season and the experience of Mail Handlers during this time.

The NPMHU serves as the exclusive bargaining representative for over

50,000 mail handlers employed by the U.S. Postal Service. Mail Handlers are an essential part of the mail processing and distribution network utilized by the Postal Service to move billion pieces of mail each year. Our members work in all of the nation's large postal plants, and are responsible for loading and unloading trucks, transporting mail within the facility (both manually and by using powered industrial equipment), preparing the mail for distribution and delivery, operating a host of machinery and automated equipment, and sorting and containerizing mail for subsequent delivery. Mail Handlers are generally the first and the last employees to handle the mail as it comes to, goes through, and leaves most postal plants.

The peak season is considered to take place from November to January of a calendar year, and is driven mostly by holidays and gift giving between family and friends. Over the past several years, the Postal Service and its Mail Handlers have seen a marked increase in parcel mail, caused by the growth of e-commerce where consumers could easily

make purchases online to be delivered straight to their door. When comparing package processing from October 2020 through March 2021 to package processing from October 2021 to March 2022, the Postal Service saw a significant increase in volume and in revenue.

This increase in volume required an increase in hiring temporary, non-career employees as well as additional physical space for parcels and sorting machines for processing that mail. In fiscal year 2022, for example, which was the 2021 peak season, the Postal Service hired 51,000 additional temporary employees, 43,000 of whom worked in package processing; leased 46 package support annexes; and installed 89 package sorting machines in processing facilities.

These large increases in personnel and property can be attributed to the need to overcome staffing issues that arose during the 2020 peak season, mostly caused by the COVID-19 pandemic. The pandemic took a drastic toll on Mail Handlers and the rest of the postal workforce, requiring many to take leave either to care for themselves

or loved ones due to illness, or to look after children whose schools were shuttered. On Monday, November 2, 2020, for example, there were over 3,500 postal employees reported as infected with COVID-19, but only two months later, on Friday, January 15, 2021, it was reported that over 11,200 postal employees were infected, almost 3,000 of whom were Mail Handlers. Even with the best efforts taken by the Postal Service to meet demands of peak season, it was difficult to overcome the personnel shortage caused by medical necessity.

The USPS Office of Inspector General compared peak season 2020 to peak season 2021 and found an increase in service performance for all major mail classes, including first-class packages. However, it also needs to be noted that in May 2021, the USPS Board of Governors decreased service performance targets from a 1–3 day target of delivery for first-class mail to a 1–5 day service standard for that same mail, citing the Postal Service's inability to meet first-class mail service standards since FY 2012 as the reason for these changes in service standards.

Further impacting service standards during the peak mailing season is language found in the Postal Service's ten-year plan, *Delivering for America*. While the plan, initially published in March 2021, supported parcel processing growth, it also called for a redesign of the network for processing and distribution. The plan specifically states that "data-driven analytics will inform the optimal configuration of sorting equipment, facility consolidations, and adjustments of processing operations." This data, however, has not been made public, and certainly has not been shared with the Mail Handlers Union. Mail Handlers are growing frustrated with the lack of transparency and information-sharing on these possible closures and consolidations.

Despite limitations on service standards and consolidation uncertainty,

in surveys of the American public, the Postal Service remains one of the best, and the most trusted, federal agency. The Postal Service is enshrined in the Constitution, and Mail Handlers and the rest of the postal workforce take their mission to deliver to every household and business seriously and with great pride. Further ensuring its dependability, the Postal Service Reform Act of 2022, a bipartisan bill passed by Congress and signed into law earlier this year, improved the Postal Service's financial status and codified six-day delivery, while the Postal Service expanded Sunday package delivery to meet demand.

Additionally, since 2020, we have seen the peak season begin earlier each calendar year, as there is greater demand placed on political and election mail as eligible voters turn to vote-by-mail initiatives to take part in the democratic process. At least twenty-one States allow for ballots to be mailed to eligible voters 45 days or more before each election, and the Postal Service now begins to deliver millions of ballots to voters each year by the end of September. During the 2020 general elections, the USPS delivered: 135 million ballots (to and from election offices); 610 million pieces of election mail; and 4 billion pieces of political mail. The overwhelming majority of these ballots — 97.9% — were delivered within 3 days, and 99.7% were delivered within 5 days. I am proud of these statistics, and I am proud of the work Mail Handlers and other postal employees did to ensure a safe and fair election through our participation on the USPS National Joint Election Mail Task Force. The Mail Handlers Union, working with the other postal unions and management representatives, continued to work on this Election Mail Task Force during the 2022 November election, and I am sure statistics will soon reflect that the Postal Service once again delivered democracy.

The U.S. Postal Service remains one of the most affordable means of communication at 60 cents a stamp, yet it is the backbone of a \$1.6 trillion mail industry. Comparable nations have an average price of \$1.25 for first-class delivery and many European countries have a semi-privatized postal system. Private carriers in America do not have the same universal service obligation as the public Postal Service, and for those living outside of major cities the Postal Service clearly is the most reliable for processing and delivery of mail.

To answer directly the question posed by today's Subcommittee hearing: Yes, the Postal Service is ready for the holiday rush expected during 2022, as long as its Mail Handlers and the rest of our fellow postal employees have the necessary resources available to them. To this end, the Mail Handlers Union recently signed a Memorandum of Understanding with the Postal Service to provide for additional Mail Handler staffing by converting over 2,700 non-career Mail Handler Assistants to full-time regular career employees before the end of September 2022. Additionally, the Postal Service has hired 28,000 seasonal employees, leased 52 peak season annexes, and installed 249 package processing machines across the nation. We have the people, the equipment, and the space available to get the job done.

I thank the Chairman and the members of the Subcommittee for their time today to address these important issues. I further thank you for your committed work on postal accountability, ensuring that the American public can continue to rely on its Postal Service. The Mail Handlers Union looks forward to our continued work together to promote a sustainable Postal Service not just for its customers, but also for its essential and dedicated workforce.

I am ready to answer any questions that you may have.

2022 PAC

INCENTIVE AWARDS



2022 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Set of Two Beer Mugs
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Lunch Bag and 20 oz. Tumbler
Ambassador	\$500	PAC Blanket and Socks
Super Ambassador	\$1000	All Incentive Gifts



YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at www.liteblue.usps.gov. Follow the instructions printed on pages 25 and 26 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



NOTICE CONCERNING CONTRIBUTIONS:

Contributions to the Mail Handlers PAC are not deductible as charitable contributions for purposes of federal income taxes. In addition, federal law requires that the Mail Handlers PAC report to the Federal Election Commission the name, mailing address, occupation, and name of employer for each individual whose contributions in any calendar year total in excess of \$200. Please also note that the Mail Handlers PAC has political purposes, and that all members have the right to refuse to contribute, and the right to revoke their authorization for any continuing contributions, without any reprisal.

PAC CONTRIBUTION BY PERSONAL CHECK, MONEY ORDER, OR CREDIT CARD:

You can contribute directly to the Mail Handlers PAC by filling out the following information and mailing it to:

Mail Handler PAC
P.O. Box 65171
Washington DC 20035

Please enclose your check or money order, or provide authorization to charge your credit card.



(Cut here and return to NPMHU PAC)



YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

This is to certify that I, _____, have voluntarily contributed the amount listed below, to the NPMHU PAC. I understand that this voluntary contribution is not a condition of membership in the union; I have the right to refuse to contribute without any reprisal; if specific contribution amounts are mentioned they are merely suggestions and I am free to contribute more or less; the Union will not favor or disadvantage me because of the amount of my contribution or my decision not to contribute; NPMHU PAC will use the money it receives to make Political expenditures and contributions in connection with federal elections; and only U.S. Citizens and lawful permanent U.S. residents are eligible to contribute.

Address _____ Local _____

Employer (if other than USPS) _____ Job Title _____

Contribution Amount: (Please check one):

- \$26 (Member) \$52 (Sponsor) \$100 (Activist) \$250 (Leader) \$500 (Ambassador)
 Other _____

Please enclose your check or money order, or authorization to charge your credit card.

VISA MASTERCARD Acct.# _____

Signature _____ Expiration Date _____

Contributions to the NPMHU PAC are not deductible as charitable contributions for federal income purposes.

You also can make your PAC contribution by bi-weekly salary allotment through PostalEASE (access by phone or on the web):

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1. Dial **1-877-4PS-EASE**—(877-477-3273) and follow the prompt for the Employee Services Main Menu.
2. When prompted, press **#1** for PostalEASE
3. When prompted, enter your eight-digit USPS employee identification number.
4. When prompted again, enter your USPS PIN number. (This is the same as the PIN number you use for telephone bidding and/or other payroll allotments.)
5. When prompted, choose option **#2** (to select payroll allotments)
6. Then choose option **#1** (to select allotments)
7. When prompted, press **#2** to continue
8. When prompted, press **#3** to add the allotment
9. When prompted for the routing number, enter **054001220**
10. When prompted for the account number, enter the following:
11260001 _____—____—_____ (the last nine digits of your account number is your social security number—this information will allow us to identify you as the PAC contributor).
11. Press **#1** if correct
12. When prompted, press **#1** for “checking”
13. When prompted, input the bi-weekly dollar amount of your PAC allotment.
14. Press **#1** if correct
15. When prompted, press **#1** to process
16. You will be provided a confirmation number as well as the start date for the salary allotment.
17. For your records:
 - Record the confirmation number
 - Record the start date of the salary allotment
18. Press **#1** to repeat, or press **#9** to end call

PostalEASE on the WEB:

To initiate your bi-weekly PAC contribution on the web, simply go to **www.liteblue.usps.gov**

1. Enter your eight-digit USPS Employee ID Number and your USPS PIN
2. Follow the link to PostalEASE—you will again be asked to enter your Employee ID Number and USPS PIN
3. Follow the link for PAYROLL – Allotments/NTB
4. Continue to the ALLOTMENTS section
5. Your ROUTING TRANSIT NUMBER is: **054001220**
6. Your ACCOUNT # will be: **11260001** _____—____—_____ (the last nine digits of your account number is your social security number—this information will allow us to identify you as the PAC contributor).
7. For ACCOUNT TYPE—please select “CHECKING”
8. When prompted, please input the AMOUNT that you would like to contribute to the PAC each pay period.
9. To process your PAC allotment, you will need to select the VALIDATE button, and to finalize the transaction, please select SUBMIT. Be sure to print out a copy of the confirmation page for your records.

MHBP CONSUMER OPTION (HDHP)

Health coverage + health savings



Part health plan, part savings account that's there when you need it.

The MHBP Consumer Option is a high-deductible health plan with a health savings account (HSA).

The plan will deposit up to \$2,400 per year for a Self and Family or Self Plus One enrollment (\$1,200 Self Only) into your HSA for you. Use it to pay for health expenses, or watch your savings grow as they roll over. It's up to you.

Network preventive care is covered at 100% with no deductible. After you meet your deductible, you pay low copayments - or nothing at all - for covered care.

CONSUMER OPTION BENEFITS INCLUDE:*

- No out-of-pocket costs for maternity care
- No cost for telehealth through Teladoc®
- No-cost MinuteClinic® services at a CVS Pharmacy® location**
- 40 alternative care visits per year for chiropractic care and acupuncture
- No cost for Lab Savings Program

*Consumer Option members must meet their deductible before benefits apply.

**Includes select MinuteClinic services. Not all MinuteClinic services are covered. Please consult benefit documents to confirm which services are included. However, such services are covered at negotiated contract rates. This benefit is not available in all states. Aetna® and MinuteClinic, LLC (which either operates or provides certain management support services to MinuteClinic-branded walk-in clinics) are part of the CVS Health® family of companies. Aetna is the brand name for products and services provided by one or more of the Aetna group of companies, including Aetna Life Insurance Company and its affiliates (Aetna).

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This is a summary of the MHBP Consumer Option plan. Before making the final decision, please read the 2022 official Plan Brochure (RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2022 official Plan Brochure.

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2023 CONSUMER OPTION RATES

The plan gives you both comprehensive medical coverage and a Health Savings Account (HSA).

Federal Employee Biweekly Premiums

Self	\$ 78.69
Self plus One	\$ 174.14
Family	\$ 182.85

These rates do not apply to all enrollees. If you are in a special enrollment category, please refer to the FEHB Program website or contact the agency or Tribal Employer that maintains your health benefits enrollment.

CONNECT WITH MHBP



Call **1-800-410-7778 (TTY: 711)** 24 hours a day, 7 days a week (except major holidays).

Or visit **MHBP.com** to schedule a one-on-one phone consultation, start a live chat, register to attend a webinar or learn more about MHBP plans.



WHEN SADNESS LINGERS

UNDERSTANDING AND TREATING DEPRESSION

Nina Gallauresi, Executive Director, MHBP

It's normal to feel sad, down, or low at times. But these feelings can sometimes linger. They can get worse, too, eventually making it hard to do basic daily tasks. If you've had a depressed mood or a loss of interest or pleasure in most activities for at least two weeks, you may be experiencing depression.

Depression is a serious disorder. "It's not some-thing that you can just 'push through,' or get through without help," says Dr. Kymberly Young, a mental health researcher at the University of Pittsburgh.

Depression isn't caused by a single thing. Some people's genes put them at risk for depression. Stressful situations may trigger depression. Examples include money problems, the loss of a loved one, or major life changes. Having a serious illness like cancer or heart disease can also lead to depression, and depression can make such illnesses worse.

People may experience depression during pregnancy or after giving birth. This is called perinatal depression. Others feel depressed during certain seasons, most often in winter. This is called seasonal affective disorder, or SAD. Regardless of what's causing depression, treatments are available that can help many people feel better. And researchers are working on new options for those who need them.

TREATMENT OPTIONS

Depression can look different for different people. But there are some common symptoms. If you think you may be depressed, talk with your health care provider. Some infections or medical conditions can cause similar symptoms. Your provider can perform a physical exam and blood tests to look for possible causes.

If you have mild depression, your provider may recommend you first try counseling or talk therapy. "Therapy helps people learn how to get out of a hopeless state by viewing the world and themselves differently," says Dr. Michelle Craske, who studies depression at the University of California, Los Angeles.

Some lifestyle changes may help you feel better during treatment. Try to get some physical activity every day and eat regular, healthy meals. Avoid alcohol, nicotine, and drugs. Keep a regular sleep schedule. And stay connected to people who support you.

People with more severe depression may benefit from medication as well as therapy. "We have drugs that, in many people, work really well," says Dr. Todd Gould, who tests new treatments for depression at the University of Maryland School of Medicine. Depression-fighting drugs and therapy sometimes work better together.

However, these drugs, called antidepressants, can take many weeks to start working. And there's no way to know if they'll work ahead of time. You may have to try more than one drug, or a combination of drugs, to find something that will work for you. For some people, these types of drugs can have serious side effects that may require close monitoring.

PERSISTENT DEPRESSION

For certain people, depression persists despite counseling and medication. This is called treatment-resistant depression.

Brain stimulation therapies may help some people with treatment-resistant depression. These use electricity or magnets to directly change brain activity.

For people who don't feel better after trying at least two standard drugs, a drug called ketamine may be an option. Ketamine is usually injected into a vein. A type of ketamine that's been approved by the U.S. Food and Drug Administration to treat depression, called esketamine, is sprayed into the nose.

"There are two exciting aspects of ketamine treatment," says Gould. "One is that it's fast acting." It can make people feel better within hours. "The other is that it works in some people who don't respond to any other medications."

The downside of ketamine treatment is its side effects, Gould says. You may feel strange, woozy, or spacey during treatment. Some people can even experience dissociation, which is an out-of-body experience.

Gould is testing compounds made by the body when it breaks down ketamine as potential new treatments. "Our hope is that these compounds will have the same rapid antidepressant effect that ketamine does, but without the side effects," he says.

TESTING NEW THERAPIES

Researchers have also been working on new types of talk therapy for depression. Craske's team is testing a type of

therapy designed to help people focus on joy, excitement, and other positive moods.

“Standard treatments are better at reducing negative emotions than increasing positive emotions,” she says. But people with depression often have the most trouble feeling positive things.

“We’re trying to build your capacity to focus on and appreciate positive parts of your life,” Craske says. “And in our early studies it’s been remarkably effective.”

Young and her team are using a technique called neuro-feedback to help people with depression try to enjoy positive emotions and memories. The technique teaches people to directly control activity in different parts of their brain.

“Activity in certain brain areas is what allows you to use positive memories in a healthy way,” Young says. Real-time imaging lets you watch blood flow to different brain areas. We then teach you to make part of the brain more active when you’re recalling positive memories.” This activity makes the memories feel positive.

Craske and others are also interested in preventing depression before it develops. “That would mean starting at a very young age. But preventing the onset of depressed mood would have far more impact than treatment,” she says.

Studies suggest that teaching skills like mindfulness may help prevent depression in kids at high risk. Mindfulness helps you focus on the present and on what’s going on inside and around you without judgment. Craske’s team is testing an app to teach teens such skills to manage intense negative emotions.

If you’re struggling with depression, don’t be ashamed or embarrassed to seek help, says Young. “We’ve moved past the days of ‘we don’t talk about depression.’”

SIGNS OF DEPRESSION

Talk with your health care provider if you have any of these symptoms last for more than two weeks:

- Persistent sad, anxious, or “empty” mood.
- Feelings of hopelessness.
- Feelings of irritability, frustration, or restlessness.
- Feelings of guilt, worthlessness, or helplessness.
- Loss of interest or pleasure in hobbies and activities.

- Decreased energy, fatigue, or feeling “slowed down.”
- Difficulty concentrating, remembering, or making decisions.
- Difficulty sleeping, early morning awakening, or oversleeping.
- Changes in appetite or unplanned weight changes.
- Aches or pains, headaches, cramps, or digestive problems without a clear physical cause that do not ease with treatment.
- Thoughts of death or suicide, or suicide attempts.
- If you or someone you know is thinking about hurting themselves, call or text the 988 Suicide & Crisis Lifeline at 988.



MHBP IS HERE TO HELP

MHBP is here to help stamp out the stigma against getting treatment for mental health conditions. Depression is a medical condition, just like heart disease and diabetes. Like many conditions, treating depression often takes a multi-pronged approach. Counseling, support, nutrition and medication all play a part.

We want to make sure that you get the support you need. You can call MHBP at 800-410-7778 and choose option 4 for individualized help with depression or other mental health conditions.

You can utilize our website to find a participating provider on MHBP.com by clicking on “Your secure Aetna Member Website”.

Don’t forget that MHBP offers telemedicine options, including mental health services. Telehealth service providers allow health care professionals to use interactive audio, mobile and/or video for diagnosis, consultation or treatment. Call the number on your ID card or go to MHBP.com and select “Find a Provider”.

As always, if you need advice on what to do and where to go, MHBP offers a 24/7 Nurse Line. Call 800-556-1555.

If you have any questions or would like more information about any programs or resources, please call MHBP at 800-410-7778.

Sources:

- National Institutes of Health: <https://newsinhealth.nih.gov/>
- MHBP.com



PERF



Support the Postal Employees' Relief Fund

On Sept. 28, Hurricane Ian came ashore on Florida's Gulf Coast as a monstrous Category 4 storm, one of the strongest ever to hit the U.S. The storm flooded homes on both Florida coasts. Property damage is estimated to be in the billions.

As Floridians pick up the pieces, they face the expense of building back stronger in order to withstand the next storm. Building costs in Florida are higher than the U.S. average as a result of conforming to tougher building codes.

The Postal Employees' Relief Fund provides tax-free relief grants to active and retired postal employees to help reestablish their homes. PERF stands ready to provide assistance to those impacted by Ian. Please make a donation to help members of our postal family in Florida.

DONATIONS CAN BE MADE:

- Online at **postalrelief.com**
- By sending a check made payable to "Postal Employees' Relief Fund" to:
Postal Employees' Relief Fund
PO Box 41220
Fredericksburg, VA 22404-1220
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

All donations are tax-deductible.



For more information, go to
www.postalrelief.com
202-408-1869
perf10268@aol.com



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Save on your next trip



See more at
unionplus.org



WE ARE FAMILY!!

June Harris, Central Region Vice President,
Local 306 President, Women's Committee Chairperson

As you know, the violence in our nation has increased drastically. We are seeing this increase in the home, in the streets, in the workplace, and sadly in the schools. Most of the time, the

perpetrator is someone that you would never expect. The stress levels and anxiety of many Americans are at maximum. The economy and rising costs are putting additional pressure on families. Members of some of the

hardest hit families are your fellow co-workers.

We work with one another for long hours each day, and we still do not really know one another. We have no real idea of the stress or anxiety that our fellow mail handlers are dealing with. They are coming into an environment where disrespect and yelling at people has become acceptable. We have adults speaking to one another like children. The mistreatment and devaluing of an individual has become so prevalent, that it has become common, and means nothing unusual to many. The constant day in and day out barrage of this type of behavior increases the likelihood that an altercation may take place. It doesn't matter if it's verbal or physical. To the person who is the victim of either, it can be very detrimental.

Employees have a contractual right to a safe working environment. We shouldn't have to come to work wondering if we will return home safely. Every postal facility across the nation has the potential for a violent explosion on the workroom floor. It shouldn't be normal for us to experience this type of behavior. As a Union, we are witnesses to the number of complaints and grievances about violations of the Joint Statement on Violence and Behavior in the Workplace. We see the disparity of treatment when it comes to taking disciplinary actions against craft employees versus management individuals. This creates a pot that may potentially boil over.



This is not to scare anyone, but we have to be aware. We have to notice that the employee that is being harassed and bullied is undergoing a personality change. Some get very vocal about the mistreatment that

aware of your surroundings and the people you are working with. This does not mean close surveillance of your co-workers, but notice any changes in their behavior. If your fellow co-worker needs to talk, be will-

it's not your business, but guess what, **IT IS!** Stress can cause a person to do something that is out of character for them. But because of the constant pressure and no hope of relief, people snap. I know you are thinking, not

IN A WORLD WHERE YOU CAN BE ANYTHING, BE KIND

they are subject too. Others become introverted and withdraw from the environment. You never know what these employees may be thinking. We have to realize that there is only so much that a person will take. Some are smiling, but inwardly they are angry about the mistreatment and unfair treatment they are dealing with it.

You may think that there's nothing you can do to help in these difficult times. Wrong! Again, you have to be

ing to listen. You don't have to act as a therapist, but your willingness to listen can make a difference. If you have a situation where an employee is being bullied or spoken to horribly, be willing to say something. Never be afraid to write a statement about the offender who is causing the unsafe work environment.

We don't want anyone to be hurt either physically or verbally by someone we work with. You may think that

me, but it can happen. We are, in a way, one another's keeper. We have to let our co-workers know that we are willing to listen. We have their back in reporting mistreatment by others. Just being kind to one another and giving a kind greeting to a co-worker makes a difference. You have no idea what they are going through personally. That shouldn't matter. Be kind and speak encouragement to one another. WE ARE FAMILY, whether you like it or not!



2023 CONTRIBUTION LIMITS

The Internal Revenue Code places specific limits on the amount that you can contribute to employer-sponsored plans like the TSP each year. Please visit [tsp.gov](https://www.tsp.gov) to see how the contribution limits have changed.

CONTRIBUTION LIMITS

Below are the 2023 IRS limits and additional information to keep you informed. All limits have increased from 2022.

\$22,500 Annual Elective Deferral — This limit applies to the combined total of traditional and Roth contributions. Elective deferrals are amounts that you ask your employer to deduct from your pay and contribute on your behalf to an employer-sponsored retirement plan. All tax-deferred traditional contributions that you elect to contribute to the TSP and all Roth after-tax contributions that you elect to contribute to the TSP are elective deferrals.

The combined total of your tax-deferred traditional and Roth after-tax contributions (excluding contributions toward the catch-up limit) cannot exceed the elective deferral limit in any year.

Elective deferrals do not include Agency/Service Automatic (1%) or Agency/Service Matching Contributions because those contributions are not considered part of your pay. For uniformed services members, they do not include traditional contributions from tax-exempt pay earned in a combat zone.

\$7,500 Catch-up limit — If you're turning 50 or older and exceed the IRS elective deferral (or annual additions) limit, then your contributions will automatically start counting toward the IRS catch-up limit. Just add any contributions toward the catch-up limit in the same place as your other TSP contributions.

MEASURING SUCCESS

BY JOHN GIBSON, VICE PRESIDENT,
EASTERN REGION



As we approach the conclusion of yet another round of negotiations between the National Postal Mail Handlers Union and the U.S. Postal Service, it would seem appropriate to examine the metrics of success. How do we evaluate the process of collective bargaining with our only Employer, the Postal Service, with a clear and objective eye and without the murk and the muck that sometimes can result from complicated bargaining over complex issues between two experienced bargaining representatives.

Dare it be said, but often the personal agendas of individual union leaders or the politics of ambition can skew what is obvious accomplishment into what can be described as failure. Defining success in the context of collective bargaining, or more broadly under the abstract definition of representation, is not easy to be sure. Nonetheless, notwithstanding the “murk and the muck” that might attach to any postmortem on collective bargaining, a thoughtful evaluation through the lens of an honest critique is to be embraced. After all, we really want it all, we want everything we deserve, and we want it now. This is understood. This is what we fight for.

Obtaining everything that we or our Union want in bargaining just because we ask for it, however, is a most naïve approach. In the real world, many of the most important gains in collective

bargaining, those that are at the very core of it all, are incremental and achieved over time. Having said all that, the NPMHU welcomes the challenge of an elevated critique as we review the achievements of this Union over the last two contracts, and over the next one expected to be announced soon.

The first and most obvious element of National bargaining are wage improvements. It easily could be argued that wages, Brothers and Sisters, are why we took the job in the first place, and while many of us have encountered a lot of really great people in our time with the Service, if we are being honest, most of us didn't sign up for the stimulating discussion, although there is plenty of that, both good and bad. Rather, the basic deal between workers and management is that wages and other forms of compensation and benefits, current and deferred, are fair and reasonable.

The jury is still out on the next National Agreement, and a contract is not finally settled until the members of this great Union say so in a ratification vote, but all indications are that progress has yet again been made by this National Union. Again, the final contract is not settled until the National parties come to an agreement on all of its terms and we all get to vote on its acceptance or rejection.

Although we do not know for certain what will come next in the 2022

National Agreement, we do know what we were able to obtain in the first two contracts negotiated by the current administration. The last two negotiated National Agreements covering the six-year, four-month period between May 2016 and September 2022 increased base wages by 7.7% for Full-Time Regular Mail Handlers and by more than 17% for Mail Handler Assistants. (MHAs received an additional 1% per contractual increase to make up for no cost-of-living-adjustments (COLAs) and an extra \$.50 per hour in the 2016 contract). In addition, all career Mail Handlers received their share of 13 separate COLAs also negotiated into these two National Agreements. The annualized dollar increases, from the beginning of the 2016 National Agreement until now, for those hired prior to February 2013 amount to a Level 4 first-step increase of \$11,785 or a jump of about 33%, and a Level 4 top step increase of \$13,410 or a jump of about 24%. For a Level 5 first-step employee, the increase is \$11,908 or about a 32% jump, and for top-step Level 5 an increase of \$13,494 or about a 24% jump. For those hired after February 2013, the first-step Level 4 increase of \$7,706 was about a 24% jump and the top-step Level 4 increase of \$13,410 or a jump of about 24%. Level 5 first-step under this scale has increased by \$7,822 or a jump of about 23%, and for top step an increase of \$13,494 or jump of about 24%.



Yes, that's a lot of numbers, but when you're talking about thousands of dollars in increases with percentages all above 20%-30% over a six-year stretch, that sure sounds like measurable success. It should also be noted that these are base pay increases only, and that the annualized dollar increases described above do not include any overtime or Sunday premium hours, which can be added to the success story. It also bears mention that an increase in night shift differential also was successfully negotiated in our last round of bargaining. A somewhat overlooked component of wages that has remained static for multiple rounds of bargaining is now revived by this administration opening the door to further incentivize those who are tasked with performing work between 6:00 pm and 6:00 am.

There are many more elements that constitute significant success, including a no-layoff provision for career Mail Handlers that has been carried over from contract to contract. This is something that is largely unappreciated, and only comes into clear view during economic recessions when employees in other industries are getting laid off. Yes, you can get fired for cause in the Postal Service, but you cannot be laid off.

Improvements in the protections offered by Article 12 when duty assignments are abolished also occurred during the last round of bargaining. These provisions enhance the value

of seniority and standing in the workplace in more situations now than ever before. This is also an incremental improvement in the terms of our relationship with the employer, strengthening the rights we already enjoy in the workplace.

For Mail Handlers Assistants on a path to career, the last two contracts have seen improvements in holiday pay, overtime pay, scheduling, and other contractual provisions that continue to improve their economic standing and quality of life. Inarguably however, the most important achievement for career path Mail Handler Assistants under the current National leadership, without any doubt, is the Filling of Residuals Memorandum of Understanding. This agreement requires the filling of three out of every four residual vacancies with the conversion to career status of an MHA. An obviously life-changing event for these employees. Since its inception this single agreement has accounted for the conversion to career status of tens of thousands of employees. In addition to this incredible advancement, over the last eighteen months another series of negotiated agreements has resulted in the conversion to career of more than an additional fifteen thousand Mail Handler Assistants. This we can measure, and for me it equals success.

This is not to say or even to suggest that the Union's work is done. Indeed,

the work of the National Union in collective bargaining is really never finished; likewise, the work of the Union at the Local level, primarily to maintain and enforce the gains that the Union makes in national bargaining, also is never complete.

The important work of improving wages, benefits, and working conditions, of digging in and advancing the interests of those we represent, achieved by the National arm of this great Union is only one aspect of the substance of this National Postal Mail Handlers Union. We cannot overlook the day-to-day defense of this good work by those, literally, on the front lines. Those elected and appointed representatives from each of the thirty-six Locals, whose daily toil against those in management who would deny and render meaningless those National and Local level achievements cannot be overstated. When it comes to measuring the success of this Union top to bottom, the act of defending against the management affronts that never cease, the fierce advocacy of what we have, what we truly deserve, and what we aim to keep as Mail Handlers and employees of the United States Postal Service is the heart and soul of this success story. The ability and the undeniable will to fight for and defend earned rights is truly the final measure of success of this great Union.

NPMHU Arthur S. Vallone SCHOLARSHIP

The NPMHU is pleased to announce the opening of 2023 Arthur S. Vallone Scholarship Award year. Beginning in November the Application for the Vallone Scholarship will be available to Career Mail Handlers, MHAs, and their families.

The Scholarship program has been providing assistance to deserving recipients since 2001. In February 2005, the program was renamed in honor of Arthur S. Vallone. Arthur had served the NPMHU with distinction for over twenty-five years at his untimely passing in January 2005. Arthur was a true believer in the Union Movement, and a tireless advocate for Mail Handlers and all working people. His list of accomplishments and contributions to the NPMHU are lengthy. The National Postal Mail Handlers Union is proud to honor the legacy that Brother Vallone has left behind.

Scholarships are the source of encouragement towards education and research for the students that apply and receive them. They are provided to the deserving candidates who are interested in college education, research, and technical expertise. Scholarships motivate and encourage students to think of further studies and achieve great goals even in these times of uncertainty. These are just a few reasons why the Arthur S. Vallone Scholarship program is

significant to our craft members and their families.

Please take some time to visit the NPMHU National website at www.npmhu.org where you can download the Arthur S. Vallone Scholarship application. The program will award a minimum of 15 scholarships (3 per region) in the annual amount of at least \$1,000, renewable for up to four (4) years or until the completion of the undergraduate degree, whichever occurs first (for a maximum of \$4,000 per recipient over 4 years). We hope you will take some time to learn more about the educational opportunities available to Mail Handlers and their families.



Also available to Mail Handlers and their families are various education benefits offered through Union Plus www.union-plus.org. Union Plus currently has 3 Education offerings, each offering has its own degree offering, application process and rules and regulations. We encourage Mail Handlers and their families to tap into these benefits uniquely designed for union families. Please take some time to visit the Union Plus website to learn more about the education benefits along with a plethora of benefits and savings all designed for Union households.

This year Emily Sanzone of Denver whose Father, Anthony Sanzone NPMHU Local 321 member received the Union Plus Scholarship. Emily Sanzone was honored for her Achievement and Union Values. Union Plus wrote: "Emily will attend Yale University this fall and major in astrophysics. She is the first person in her family to attend college. Emily's goal is to work for NASA, an aspiration that launched when her engineering teacher asked her to brief the DSST administrative office about the Perseverance rover's Mars landing in February 2021. She was the second person in her high school's history to be named a National Merit Semifinalist. Emily is thankful for the ways in which her father's NPMHU membership has benefited her family through difficult times, such as when her mother was diagnosed with cancer. "We have experienced financial difficulties a fair share of times in my life, but we have always been able to rely on my dad's steady income," Emily said. "NPMHU kept us afloat in situations I was almost certain we wouldn't make it through."

We continue to be impressed by the students that apply for these scholarships, especially in these challenging times. We hope that these offerings are well received and taken advantage of and we look forward to the next group of Vallone Scholars and Union Plus Scholarship recipients.

MAIL HANDLERS

ACROSS THE COUNTRY

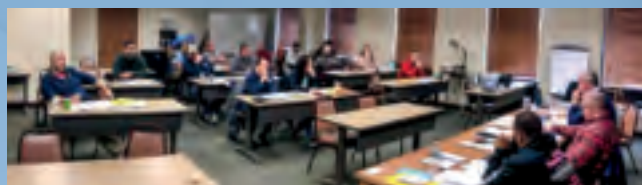
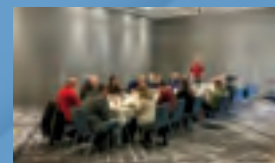


LOCAL 300 LABOR DAY PARADE

Local 300 gathered for the annual Labor Day Parade in New York where they were joined by Senate Majority Leader Chuck Schumer (D-NY) and National President Hogrogian.

LOCAL 301

Local 301 has had an active training schedule this year, they have also managed to harness the internet to continue their Virtual Council Updates. Trainings have ranged from Organizing, FMLA and OWCP. Local President Dan St. Marie, Vice President Sean Sweeney, Treasurer Shawn Holt along with their Executive Board have managed to traverse the states of New England and meet in unique settings such as the Maine AFL-CIO Headquarters.



LOCAL 313

After being sworn in members of the Local 313 Executive Board gathered for a photo. Pictured (l-r) SEBM Cesar Viana, Local 313 President Maurice Torres, Local 313 Treasurer Elsie Dos Santos, Local 313 Vice President Juan Morales, Local 313 Branch President San Juan Jese Carrion, and Local 313 Recording Secretary Erika Villanueva.

MAIL HANDLERS

ACROSS THE COUNTRY



PRESIDENT PAUL HOGROGIAN APWU GUEST SPEAKER

National President Paul Hogrogian was in attendance at the Gaylord Hotel for the APWU National Convention. APWU President Mark Dimondstein welcomed President Hogrogian to the stage to a rousing applause. In his speech President Hogrogian touched on issues that touch both NPMHU and APWU. After his well received speech APWU President Dimondstein thanked President Hogrogian and two stood in solidarity to a standing ovation.



LOCAL 334

Local 334 President Sheldon Adams along with the Local 334 Executive Board were joined by Vice President Eastern Region and National Trainer John Gibson and Vice President Southern Region and National Trainer Lawrence Sapp for an OWCP Training.



LOCAL 324

Local 324 President Dan Riemann hosted an Arbitration Advocate Training. Remaining busy with a heavy training schedule Eastern Region Vice President and National Trainer John Gibson was on hand to support Local 324 with the training. Pictured (L-R) Local 324 Local President Dan Riemann, Local 324 VP and Tulsa Branch President Carmalita Reynolds, Eastern Region VP John Gibson, OKC Branch President Christi Lee and future steward Sheree Rogers.



LOCAL 321

Local 321 President Tony Wilson along with his Executive Board Hosted National Trainer and Eastern Region Vice President John Gibson for a Shop Steward Training. Supporting the training along with Gibson were Director Western/Central Region Don Gonzales and Director Central/Western Region Nick Lehto. The training was held at the Local 321 Office in Denver, CO



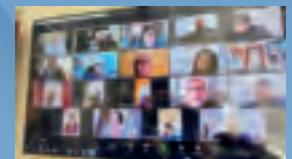
LOCAL 318

Debbie Wasserman-Schultz (D-FL-23) visited the Royal Palm P&DC. The congresswoman was there to visit the facility and to view the process set for the mail-in ballots for the upcoming Midterm elections. Danny Diaz, Local 318 Legislative Committee Member and Janice Spencer, Royal Palm Branch President joined the Congresswomen.



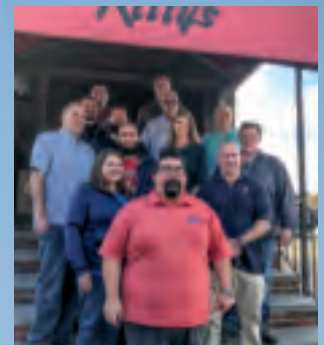
LOCAL 303 TRAINING

Local 303 President Eddie Cowan along with his Executive Board hosted both National Trainers and CAD Staff for a Shop Steward Training. Joining Local 303's training was: Eastern Region Vice President and National Trainer John Gibson, Southern Region Vice President and National Trainer Lawrence Sapp and Central/Western Regional Director Nick Lehto.



LOCAL 300 TRAINING

Local 300 continued their active training agenda by hosting a myriad of trainings. Local President Kevin Tabarus and his Executive Board along with Vice President Eastern Region and National Trainer John Gibson have grasped the hybrid meeting concept by hosting a training in house while also using an on-line meeting platform to host remote attendees.



LOCAL 301 BRANCH MEETING

Branch 103 along with Branch President Phil Alvarado (North Reading, MA) had the honor of hosting Congresswoman Lori Trahan (D-MA-03) for a branch meeting. NPMHU National Legislative and Political Director Katie Maddocks, accompanied by Bob Losi, Legislative and Political Advisor for the Massachusetts and Northern New England District Council, LiUNA



LOCAL 314

Local 314 recently conducted their election and elected new Local Officers. Pictured (l-r) Local 314 SEBM Charles Miller, Local 314 President Latonia Johnson, Local 314 Vice President Monica Williams, and Local 314 Treasurer Frank Staples Jr.



LOCAL 300

The annual Jets Game event took place at MetLife Stadium with President Hogrogian in attendance.

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- Network Dental Benefits for Basic Services* increase after 12 months of coverage



VISION PLAN:

- Affordable monthly rates. Just \$8.60 for Self Only and \$16.00 for Family coverage
- Nearly 46,000 network-provider locations
- Allowance for prescription frames or contact lenses

* Please refer to the chart on [MHBP.com/dental-plan/](https://www.mhbp.com/dental-plan/) so you can review how the basic services are better the longer you are in the plan. MHBP Dental and Vision Plans are available to U.S. residents only. Dental and vision benefits are underwritten by First Health Life & Insurance Company. These benefits are neither offered nor guaranteed under contract with the FEHBP or FEDVIP, but are available to federal employees, retirees, and select members of the military and their covered family members as a voluntary offering. You cannot file a FEHBP disputed claim about them.

You do not have to be enrolled in an MHBP medical plan to enroll in the MHBP Dental or Vision Plans. A single annual \$42 MHBP associate membership fee makes all MHBP plans available to you. Before making a final decision, please read the official 2022 Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the official 2022 Plan Brochure.

For more information about MHBP plans, please refer to [MHBP.com](https://www.mhbp.com)

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