

THE MAIL HANDLER

WINTER 2023

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

THE 2022 NATIONAL AGREEMENT

RATIFIED

84% APPROVE NEW CONTRACT

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MAIL HANDLERS
ACROSS THE COUNTRY



THE MAIL HANDLER

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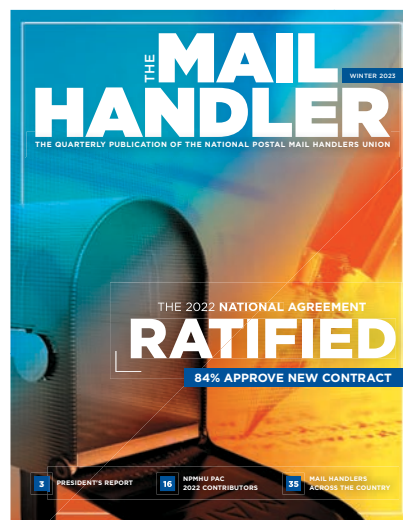
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ON THE COVER:
Mail Handlers Vote to Ratify 2022 National Agreement

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

PRESIDENT'S REPORT

2022 NATIONAL AGREEMENT HIGHLIGHTS / USPS NETWORK REDESIGN PLAN

Paul V. Hogrogian, National President



Dear Members:
I am pleased to report that the terms of our 2022 National Agreement were officially ratified by our membership on March 13, 2023. The results were 6,617 (84%) in favor of ratification and 1,237 (16%) opposed, and the ratification vote was certified by The American Arbitration Association (AAA).

It has been a long and tough bargaining process, but after all was said and done, we achieved many gains and benefits for all Mail Handlers, without making any significant concessions.

Our priorities entering bargaining included:

1. A fair and just general wage increase
2. A continuation of our current Cost of Living Adjustments (COLAs)
3. Keep the No Lay Off clause
4. Improve the wages, rights, and benefits for our MHAs
5. Increased MHA conversions to career status
6. Return subcontracted work to the Mail Handler Craft and stop future subcontracting
7. Minimize the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments
8. Address 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.

We believe that the tentative agreement addressed most, if not all, of our bargaining priorities. This was not a particularly opportune time during which to bargain considering the Postal Service's dire financial situation and the anti-worker/anti-union climate in Washington, DC.

Tom Ruther and Eugene Horton and our legal team from the NPMHU's General Counsel's office. The National Executive Board was fully engaged in this process and was deeply involved in the bargaining decisions. I want to thank the members of the bargaining team and the National Executive Board for their hard work during these negotiations. I also want to thank all the Regional and Local Union represen-

One of the provisions of the newly ratified National Agreement provides for the automatic conversion to full-time career status of all MHAs once they have served as a MHA for two years.

The conversion of MHAs to career employees remains a priority for the NPMHU. One of the provisions of the newly ratified National Agreement provides for the automatic conversion to full-time career status of all MHAs once they have served as a MHA for two years. This will result in the conversion of hundreds, if not thousands of MHAs.

The NPMHU bargaining team was led by the National President and included National Secretary-Treasurer Mike Hora, Manager of Contract Administration Teresa Harmon, Assistant to the National Officers Neil Ryan, National CAD Representatives

tatives as well as many rank and file members who provided us with information when we reached out to obtain research for some of the proposals and counter-proposals.

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 worked diligently to secure a new collective bargaining agreement with the USPS. For over 3 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 could not reach a comprehensive agreement on all the terms to be included in the 2022 National Agreement by the September 20, 2022 deadline.

However, enough progress was made over the negotiation period, however, to convince the parties to extend bargaining past the September 20, 2022 deadline. On December 15, 2022, the NPMHU and the Postal Service announced that they had reached a tentative agreement on the terms of their 2022 National Agreement. Ratification ballots were mailed out on January 31, 2023 and the contract was finally ratified on March 13, 2023.

The contract will last three years and will expire on September 20, 2025. The agreement looks to improve the working life of all members of the Mail Handler bargaining unit, from the newest MHA to the long-term Career employee. The goal of the contract is to protect the jobs of Mail Handlers, improve the quality of their workplace, and improve their standard of living. This contract certainly meets these goals.

Highlights of the new contract include:

WAGE IMPROVEMENT:

- Continuation of COLA payments (6 during the term of the contract)
- 3 General Wage Increases of 1.3%
- Additional 1% increase for Steps BB, B, and A)
- Over \$2,700 in wage increases for Mail Handlers at the top step (not including COLA)

CHANGES TO SALARY SCHEDULE:

- Elimination of Step BB; new FTR career employees start at Step AA
- Shorten waiting period between steps from 52 to 48 weeks
- Overall reduction in more than 2 years to reach top step (14 years, 8 months to reach top step)

MHA IMPROVEMENTS:

- Additional 1% wage increase each year
- Additional \$0.50 per hour retroactive to November 2022
- Creation of MHA Step B (additional \$0.50 after 6 months)
- Automatic conversion to career positions after 24 months

OTHER IMPROVEMENTS:

- Consecutive days off for career employees in 200+ man-year offices
- Guaranteed non-scheduled days off for MHAs and PTFs
- Layoff protection for career employees employed as of September 20, 2022
- New MOU on Dignity and Respect for all employees
- Annual clothing/work clothed allowance increases of 2.5% with new carry-over provisions
- MOU on Temporary Supervisors (204Bs)

The Contract Administration Department will now focus its efforts on the implementation of the terms of the new National Agreement. These efforts will include updating the Contract Interpretation Manual (CIM) to incorporate new and modified contract provisions and language as well as adding the National Arbitrations and Step 4 agreements that were issued since the last update. I am confident that we will have an updated CIM in the near future. We are also in the process of producing print copies of the new collective bargaining agreement. Once finalized, a copy will be provided to every member.

* * *

The Postal Service continues to roll out and implement its 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 Postal Service has reported that it is their intention to bring back many of the functions of the Service Transportation Centers (STCs) and Terminal Handling Service (THS) which have been subcontracted and house them in the RDCs. The information that we have received from the Postal Service is high on concept but extremely low on details. The Postal Service is refusing to share with the Unions exactly which installations will be affected. It is extremely frustrating to say the least. The plans are fluid and are constantly changing.

The USPS has announced Wave #1 of its RDC sites (all subject to change)

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:

COMPLETED AND OPERATIONAL:

- 1. Athens, GA
- 2. Brooklyn, NY (parcels only)

EFFECTIVE FEBRUARY 2023:

- 1. Bryan, TX
- 2. Utica, NY
- 3. Gainesville, FL
- 4. Panama City, FL
- 5. Woburn, MA

EFFECTIVE JUNE 2023:

- 1. Annapolis, MD
- 2. Williamsport, PA
- 3. Bartlett/Hanover Park, IL
- 4. Kokomo, IN
- 5. Topeka, KS
- 6. Golden, CO
- 7. Pasco, WA
- 8. Owensboro, KY

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, and are discussing bringing other THS sites back in-house, including Richmond, Norfolk, Salt Lake City, 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 has 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.

During the 2020 presidential election period the Postal Service processed and delivered 135 million ballots (to and from voters), 610 million pieces of election mail as well as an additional 4 billion pieces of political mail. The Postal Service delivered 97.9% of ballots within 3 days and 99.7% of ballots within 5 days.

Election task forces were established at the national and installation levels. Mail Handlers were represented and played active roles on these committees. These committees identified and corrected problems in the processing and delivery of ballots. Mail Handler

representatives played a key role in ensuring that all ballots were processed in a safe, secure and timely manner. I want to express my sincere gratitude to all Mail Handlers who served as "Election Ambassadors" and thank you for a job well done.

Mail Handlers and all postal workers once again delivered for the American public during the 2022 mid-term elections. Between September 6 and December 6, 2022, the Postal Service delivered more than 54.4 million ballots to and from election officials to voters through U.S. Mail to support elections across the country. Of these ballots 98.96% were delivered within 3 days and 99.82% were delivered within 5 days.

I want to express how extremely proud I am of all Mail Handlers and Postal Workers on their dedication in performing the patriotic duty of processing election ballots. All of America owes all postal workers a debt of gratitude for preserving and protecting their democratic right to vote.

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

Mail Handlers and all postal workers once again delivered for the American public during the 2022 mid-term elections.

RATIFICATION REVIEW AND IMPLEMENTATION TIMELINE

Michael J. Hora, National Secretary-Treasurer



The process of negotiating and ratifying a National Agreement is an exciting and demanding exercise. It is viewed as an opportunity to improve wages, benefits, and the terms by which the parties hold each other collectively accountable. While the NPMHU's preparations for bargaining started as early as September 2021, bargaining formally kicked-off in the Ben Franklin Room at USPS headquarters on June 10, 2022 and was followed by intense bargaining for the next 3 months. With the contract set to expire on September 20, 2022, the parties mutually agreed to extend national negotiations noting that sufficient progress had been made towards reaching a tentative agreement. On December 15, 2022, the NPMHU held a nationwide conference call to brief all Local Presidents on the status of national bargaining and announced that the NPMHU had reached a tentative agreement with the Postal Service. Consistent with ratification procedures adopted by the Board, the ballot count occurred in Washington D.C. on March 13, 2023. I am pleased to report that the membership approved the tentative agreement with 84% voting in the affirmative.

Now comes the task of implementing the negotiated changes. Because implementation is contingent on ratification, several provisions of the new 2022 National Agreement will be implemented following ratification but will be applied retroactively. For example, the new National Agreement contains three general wage increases of 1.3%, and the first of those three increases is retroactive to November 19, 2022. In addition, career employees at Steps BB, AA, and A of the pay scale will receive an additional 1.0%, also retroactive to November 2022. Lastly, the new National Agreement provides for six cost-of-living adjustments during calendar years 2023 through 2025, with the first COLA effective in March 2023. With ratification, the USPS is finalizing, and we will disseminate, the newest wage chart reflecting the COLA increase associated with the January 2023 Consumer Price Index referenced in Article 9.3.

This begs the most popular question: how quickly will the Postal Service implement the wage-related increases? The USPS faces significant operational and software challenges to the speed in which it can implement these increases. For perspective, it took more than three months to process the

dues increase that went into effect in Pay Period 25-2022 and this was a relatively simple change. We know that other postal unions have experienced similar challenges getting negotiated increases and contract changes implemented. For these reasons, the 2022 National Agreement contains specific timelines for when the Postal Service must implement certain increases.

Specifically, effective no later than the first full pay period 180 days after ratification:

- a new step, Step B, will be added to the MHA wage scale for Grade 4 and Grade 5 with applicable increases;
- Step BB will be eliminated from the RSC M7 wage scale for designated activity codes: 120, 320, and 420;
- the step waiting periods in the RSC M7 wage scale will be reduced from 52 weeks to 48 weeks between all steps; and
- any MHAs who work in 200-man year facilities and have reached 24 months of relative standing, will be automatically converted into the new full-time flexible (FTF) role.

We will be working closely with the Postal Service to ensure that these timelines are met and will share additional details in the coming weeks about the Postal Service's progress in doing so.

Finally, we are printing the new National Agreement for distribution to all NPMHU members. All members are encouraged to save and use the ratification booklet until 2022 National Agreements are printed and distributed.

Thank you for your continued support.
In Unity,

A handwritten signature in black ink that reads "Michael J. Hora". The signature is written in a cursive, flowing style.

Michael J. Hora
National Secretary-Treasurer

NATIONAL POSTAL MAIL HANDLERS UNION

A DIVISION OF LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

DECEMBER 31, 2021 AND 2020

ASSETS

	2021	2020
CURRENT ASSETS		
Cash and cash equivalents	\$11,066,164	\$10,064,763
Accounts receivable — local unions	39,806	32,015
Accounts receivable — other	2,141,098	1,621,107
Tax refunds receivable	1,815,025	2,353,553
Interest receivable	35,736	41,089
Prepaid expenses	211,522	229,102
Total current assets	15,309,351	14,341,629
INVESTMENTS		
Marketable securities - at fair value	7,206,037	6,812,605
FIXED ASSETS		
Furniture, fixtures and equipment	2,018,110	1,998,139
Leasehold improvements	490,156	488,782
	2,508,266	2,486,921
Accumulated depreciation and amortization	(2,002,183)	(1,744,120)
Total fixed assets	506,083	742,801
OTHER ASSETS		
Deposits	300,963	299,848
Net funded pension asset	1,809,874	1,134,928
Total other assets	2,110,837	1,434,776
TOTAL ASSETS	\$25,132,308	\$23,331,811

LIABILITIES

CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$2,351,402	\$2,208,108
Dues collected for local unions	452,908	28,920
Deferred registration fees	17,750	15,250
Deferred dues revenue	26,414	9,870
Deferred rent liability	116,885	83,752
Total current liabilities	2,965,359	2,345,900
LONG-TERM LIABILITIES		
Deferred rent liability	33,208	37,685
Total long-term liabilities	33,208	37,685
TOTAL LIABILITIES	2,998,567	2,383,585
NET ASSETS WITHOUT DONOR RESTRICTIONS	22,133,741	20,948,226
TOTAL LIABILITIES AND NET ASSETS WITHOUT DONOR RESTRICTIONS	\$25,132,308	\$23,331,811

STATEMENTS OF ACTIVITIES

	2021	2020
REVENUE		
Per capita assessments		
Member per capita	\$8,587,159	\$7,541,456
Associate per capita	970,515	947,682
	9,557,674	8,489,138
MHBP service fee	5,629,692	5,361,612
Investment return, net	(45,708)	552,771
National Billing Program	138,574	139,971
Royalties	261,183	247,394
Miscellaneous	19,611	37,657
Total revenue	15,561,026	14,828,543
EXPENSES		
Per capita taxes	2,652,767	2,419,688
Salaries and wages	3,239,471	3,384,872
Payroll taxes and employee benefits	1,604,921	1,516,174
Net periodic pension cost — service cost	399,613	337,301
Other components of net periodic pension cost	(79,609)	(34,908)
Revenue Sharing Program, net	2,626,808	2,470,512
Income and property taxes	1,285,507	1,200,228
Automobile and housing	130,295	127,361
Bank charges	70,491	65,600
Charitable contributions	33,958	31,763
Computer services	91,876	88,857
Convention	5,411	44,594
Depreciation and amortization	263,609	264,303
Election	-	113,655
Insurance and bonding	30,005	37,617
Leased equipment	24,795	26,184
Meetings and conferences	243,320	422
Miscellaneous	7,615	5,955
Office supplies and postage	156,668	207,959
Printing and publications	450,682	516,119
Professional fees	654,228	709,689
Rent	558,547	546,972
Repairs and maintenance	33,143	26,248
Scholarships	42,000	44,000
Telephone	88,495	91,103
Travel and lodging	255,845	111,576
Total expenses	14,870,461	14,353,844
EXCESS OF REVENUE OVER EXPENSES	690,565	474,699
Pension-related changes other than net periodic pension cost	494,950	696,379
Increase in net assets without donor restrictions	1,185,515	1,171,078
NET ASSETS WITHOUT DONOR RESTRICTIONS		
Beginning of year	20,948,226	19,777,148
End of year	\$22,133,741	\$20,948,226

MAIL HANDLERS VOTE TO

RATIFY

THE 2022 TENTATIVE AGREEMENT



Ratification procedures to certify the terms of the tentative 2022 National Agreement between the Union and the U.S. Postal Service were adopted by the National Executive Board of the National Postal Mail Handlers Union and widely distributed in November 2022. As a result, all regular members who were employed by the U.S. Postal Service as of Pay Period 26-2022 were eligible to vote and were furnished with the text of the proposed changes and deletions to the National Agreement, together with ballots and return envelopes. This ratification material was mailed to each eligible voter on January 31, 2023.

The balloting period began on January 31, 2023 and concluded at 9:00 a.m. on March 13, 2023, satisfying ratification procedures. The ballots were collected from the Post Office Box, verified, and counted beginning at 9:00 a.m. on March 13, 2023. The Union did retain the American Arbitration Association to oversee and certify the ballot count.

The terms of the 2022 National Agreement between the NPMHU and the U.S. Postal Service were officially ratified on March 13, 2023. The certified results show that over 84% of the membership approved of the new contract, with the final vote tally at 6617 in favor

of ratification and 1237 in opposition to ratification.

On December 15, 2022, the NPMHU and the Postal Service announced that they had reached a tentative deal on the terms of their 2022 National Agreement. After more than six months of bargaining (including a three-month extension of the 2019 agreement), both parties are happy to bring this long process to a close. The contract will last three years and expire on September 20, 2025.

At its core, the 2022 agreement will improve the working life of all members of the mail handler bargaining unit, from the newest MHA to the long-time career mail handlers. The goal of this contract,

as with every contract, is to protect the jobs of mail handlers, improve the quality of their workplace, and improve their standard of living and compensation. This well-crafted tentative agreement certainly meets those goals.

Starting immediately, and continuing through September 2025, the agreement continues the traditional pattern of general wage increases. Per the provisions of this tentative agreement, all mail handlers will receive three general increases — 1.3% on November 19, 2022 (applied retroactively), 1.3% on November 18, 2023, and 1.3% on November 16, 2024. In addition to the general wage increases, all career mail handler employees will be eligible for six semi-annual cost of living adjustments (COLAs), based on inflation.

Although MHAs do not receive COLAs, they will receive the same three 1.3% increases as career mail handlers in each November, supplemented by an extra 1.0% at the same time. Effective November 19, 2022, the current MHA rate for Grade 4 and Grade 5 will also be increased by \$0.50. Finally, no later than the first full pay period 180 days after the contract is ratified, the MHA wage scale will be altered to include a second Step B, which will be an additional \$0.50 higher than Step A. After six months in Step A, MHAs will reach Step B and be entitled to the extra \$0.50 based on their length of service.

Significantly, the National Agreement provides an extra 1% pay adjustment for all mail handlers at Steps BB, AA, and A, also effective retroactively to November 19, 2022. Then, no later than 180 days after union ratification, Step BB will be eliminated from the career pay scale. Employees in Step BB will be advanced to AA and will restart their step waiting period.

Along with the elimination of Step BB, waiting periods in each step will be reduced. No later than the first full pay period 180 days after ratification, the step waiting period for all career steps

will be reduced from 52 to 48 weeks. As of that date, any career mail handler with at least 48 weeks in step will advance to the next step and have their time reset. The reduction of time in each waiting period combined with the elimination of Step BB means that mail handlers will reach the top of the pay scale 116 weeks or more than 2 years faster.

Another major change in the contract will protect all MHAs from prolonged delays in conversion to career status. A new provision will automatically convert any MHA who reaches 24 months of relative standing in a 200 man year installation to career status as a full-time flexible (FTF) mail handlers, without any new probationary period. This conversion will give any MHA reaching 24 months full career benefits, a salary slightly below Step AA for up to 48 weeks. Upon conversion to full-time regular or after 48 weeks as an FTF, these employees will move to Step AA and continue through the pay scale like any full-time employee.

FTFs will be considered part of the “regular work force,” but will have flexible reporting times, flexible non-scheduled days, and flexible reporting locations within their installation. If and when an FTF transitions into a full-time regular (FTR) by successfully bidding on an FTR duty assignment, or being placed in a residual vacancy, the FTF will be slotted into the FTR pay step commensurate with their number of weeks as FTF and retain in-step credit.

In addition to these changes, the National Agreement also contains many contract improvements covering a host of subjects in the National Agreement. In no particular order, here are some of the most noteworthy changes:

An extension of the Article 6 No Layoff clause, covering all career employees as of September 20, 2022.

A change to Article 11 to include Juneteenth National Independence Day as a holiday for career employees.

Expansion of bereavement leave for the passing of grandchildren, and a more inclusive definition of in-laws.

A new MOU has been added about Dignity and Respect in the Workplace, in which the parties commit to improving workplace relationships and to treating each and every individual employee with dignity and respect.

Under Article 8, in postal installations with 200 or more man years of employment, career employees shall have consecutive scheduled days off. MHAs and PTFs, there will be a guaranteed nonscheduled day each service week.

For MHAs, after completion of an initial 360-day term as an MHA and immediately upon reappointment to any subsequent appointments, MHAs will be advanced 40 hours of annual leave. PTFs will also be advanced their 40 hours of annual leave. Additionally, MHAs with a minimum of 90 days of continuous service as an MHA prior to conversion into career status will be exempt from the 90-day qualifying period for use of annual leave.

A new MOU was negotiated concerning 204(b) temporary supervisors, which provides that the Postal Service is in the process of developing alternate approaches to recruiting, staffing, and filling temporary supervisor positions, including the possibility of creating EAS positions to do so. To the extent that the Postal Service implements an alternative program, the parties at the National Level agreed to meet to discuss the status of the current 204(b) program.

Another purge of Letters of Warning applicable to career employees and MHAs.

All the contractual changes of the National Agreement were included in the ratification material sent to all eligible voters. We thank the entire NPMHU membership for its continuous patience and support during these six-months of negotiations.

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 Health®
- 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 2023 official Plan Brochure (RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2023 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.



FULL TIME FLEXIBLE MAIL HANDLER

Teresa Harmon, Manager, CAD

With the recent ratification of the 2022 National Agreement, the National Office has begun preparing to implement the new contractual provisions. One of these provisions is the new Memorandum of Understanding (MOU) Re: MHA Automatic Conversion to Career.

Pursuant to this new MOU, beginning no later than the first full pay period 180 days after ratification, Mail Handler Assistants (MHAs) who work in 200 work year offices and reach twenty-four (24) months of relative standing will be automatically converted to career status into a new employee classification called full time flexible.

Automatic conversion therefore depends on two conditions. First, an MHA must work in a 200 work year office. This determination is made by counting all the crafts who bargained together in 1978 prior to the crafts splitting and bargaining separately. These crafts are the mail handler, clerk, motor vehicle, maintenance, and letter carrier crafts. The formula to obtain the number of work years for an office is to take the total number of paid hours accumulated by the career employees in these crafts in each office during the 26 pay periods immediately preceding the term of the current agreement (September 21, 2022), and divide that number by 2080. The hours of any non-career employees (MHAs, PSEs, CCAs, and RCAs) are not included. Whether an installation is classified as a 200 work year is determined at the beginning of each contract term, which in this case would be September 21, 2022, and does not change during the course of the contract term regardless of any increase or decrease in employee complement.

The second condition is that an MHA has 24 months of relative standing. An MHA's relative standing is determined by their initial MHA appointment date in that installation.

Automatically converted MHAs will convert to a new career classification called Full-Time Flexible ("FTF"). They will not have to serve a probationary period upon conversion into the FTF classification. The only employees who can hold FTF positions are MHAs who are automatically converted after twenty-four months of relative standing in the installation. MHAs who convert to career before reaching 24 months of relative standing will not be placed in an FTF position

but will instead be converted to a Full Time Regular (FTR) position. The new FTF classification provides another opportunity for MHAs to convert into a career position without having to wait for a conversion to occur through the Filling of Residual Vacancy MOU or when the Postal Service needs to hire for additional career positions.

FTF employees will have flexible reporting times, flexible non-schedule days and flexible reporting locations within the installation depending on operational requirements. FTF schedules will consist of five workdays per week, eight hours per day with two consecutive scheduled days off. Those schedules will be established on the Wednesday preceding the service week. Because of the flexibility in scheduling, FTFs cannot sign the "Overtime Desired List," but will be able to sign the Daily Volunteer List.

Automatically converted MHAs will go into a new entry step which at the time of implementation will be: at Grade 4, \$40,934 (Annual), \$19.68 (Hourly); at Grade 5, \$42,578 (Annual), \$20.47 (Hourly) (not including any COLA increases). These numbers will be increased by all contractual wage increases received by career employees as outlined in Article 9.1 as well as COLAs that are outlined in Article 9.3.C. After the new step waiting period of 48 weeks, if they have not been converted into a FTR position by that time, the FTF will progress into the same wage chart as the full-time regulars and will be placed at Step AA.

FTF retain their ability to convert into a FTR position by either being the successful bidder on a FTR duty assignment or being placed into a residual vacancy under the MOU – Filling of Residual Vacancies. When converting from an FTF into an FTR classification, the employee will be slotted into the FTR pay step based on the number of weeks served as an FTF and will retain time in step credit. For example, an MHA who reaches 24 months of relative standing and converts to FTF at the beginning of Pay Period 02 will slot into the entry step and will advance to Step AA at the beginning of Pay Period 26. If in Pay Period 11 of that same year, the FTF, before completing 48 weeks as an FTF, successfully bids on a FTR duty assignment or is placed into a residual vacancy, the employee will be placed into Step AA. Based on their time in

step credit, the employee under this scenario will advance to Step A in Pay Period 26.”

Conversions to FTF positions will begin no later than the first full pay period six months from the ratification of the 2022 National Agreement. We should have additional

information on the specific date that this will occur in the next few weeks.

Please talk to your local union official if you have some questions on this process and watch your local bulletin board for additional information.

CONTRACT ADMINISTRATION DEPARTMENT REPORT

LOCAL MEMORANDUM OF UNDERSTANDING/IMPASSE PROCEDURES

In this issue I will go over the process for negotiating the Local Memorandum of Understanding and the Impasse Procedures governing that process.

Article 30 of the National Agreement allows for local negotiation of 20 specific items provided that no local memorandum of understanding may be inconsistent with or vary the terms of the National Agreement.

These items include the following:

- a. Additional or longer wash-up periods
- b. Guidelines for the curtailment or termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions
- c. Formulation of local leave program
- d. The duration of the choice vacation period
- e. The determination of the beginning day of an employee's vacation period
- f. Whether employees at their option may request two selections during the choice vacation period, in units of either 5 or 10 days
- g. Whether jury duty and attendance at National or State

Conventions should be charged to the choice vacation period

- h. Determination of the maximum percentage of employees who shall receive leave each week of the choice vacation period
- i. The issuance of official notices to each employee of the vacation schedule approved for such employee
- j. Determination of the date and means of notifying employees of the beginning of the new leave year
- k. The procedures for submission of applications for annual leave during other than the choice vacation period
- l. Whether “Overtime Desired” lists in Article 8 shall be by section and/or tour
- m. The number of light duty assignments to be reserved for temporary or permanent light duty assignment
- n. The method to be used in reserving light duty assignments so that no regularly assigned member of the regular work force will be adversely affected.
- o. The identification of assignments that are to be considered light duty
- p. The identification of assignments comprising a

section, when it is proposed to reassign within an installation, employees excessed to the needs of a section

- q. The assignment of employee parking spaces
- r. The determination as to whether annual leave to attend Union activities requested prior to determination of the choice vacation schedule is to be part of the total choice vacation plan
- s. Those other items which are subject to local negotiations as provided in the following Articles:
 - Article 12, Section .3B5
 - Article 12, Section .3C
 - Article 12, Section .3E3g
 - Article 12, Section .4
 - Article 12, Section .6C4a
 - Article 13, Section .3
- t. Local implementation of this Agreement relating to seniority, reassignments and posting.

Negotiations of the Local Memorandum of Understanding are to occur during a thirty (30) consecutive day bargaining period during the sixty (60) day period commencing on May 2, 2023, and ending on or before June 30, 2023. If the parties cannot agree on the dates for negotiations, the thirty (30)

day period will run from June 1, 2023, through June 30, 2023.

Either party can open negotiations with notification to the other party on or before May 15, 2023. The key timeframes for Local negotiations are as follows:

- 1. The deadline for notification of intent to open negotiations is May 15, 2023.** If neither party provides written notification of its intent to invoke local implementation procedures by May 15, 2023, presently effective Memoranda of Understanding that are not inconsistent or in conflict with the 2022 National Agreement shall remain in effect during the term of the 2022 National Agreement, which runs from September 21, 2022 through September 20, 2025.
2. Initial proposals must be exchanged by the parties within the first twenty-one (21) days of the thirty (30) consecutive day period.
3. In the event that any issue(s) remain in dispute at the end of

the thirty (30) consecutive day period, each party shall identify such issue(s) in writing. Initialed copies of the written statement of issues and copies of all proposals and counterproposals pertinent to the issue(s) in dispute shall be appealed within fifteen (15) days after June 30, 2023 by providing notice to all of the following:

- LR Service Center
- Installation Head
- Local Union President
- NPMHU Regional Representative

4. The appropriate management official at the Area office and the Regional Union representative shall attempt to resolve the matters in dispute within seventy-five (75) days of June 30, 2023. The appropriate management official at the Area office and the Regional Union representative will have full authority to resolve all issues at dispute.

5. If the parties at the Area/Regional level are unable to reach agreement by the end of the seventy-five (75) day period, the issues may be appealed to final and binding arbitration. An appeal by the Union is done by the National Office. Appeals must be filed within twenty one (21) days of the end of the seventy five (75) day period. The issue may be appealed by either the Union or the Postal Service's Vice President of Labor Relations.
6. Once the case is appealed to arbitration, it will be returned to the Local Union for processing. The appeal will be given priority scheduling on the District Regular Contract Docket, meaning that that it will be moved to the top of the arbitration docket for contract/non-disciplinary cases.

If you have any questions, please talk to your Local Union officials for more information.



118TH CONGRESS GETS OFF TO A ROCKY START

Katie Maddocks, Legislative and Political Director



On January 3, 2023, members-elect to the House of Representatives opened up their offices to the public, welcoming guests to watch the election of the Speaker of the House and swearing-in of the 118th Congress. What happened next will be a question on high school U.S. history tests for years to come. Kevin McCarthy (R-CA-20) was expected to narrowly win the role, however a group of twenty Republicans held out and it took four days and fifteen votes for him to finally gain the Speaker's gavel. Concessions to win the leadership role included lowering the threshold for a motion to vacate — meaning only one member of Congress to call for the Speaker of the House to be removed from the position — and, placing select dissenters on the Rules Committee — allowing them to set which bills go to the House floor for a vote.

Affecting legislation pertaining to the Postal Service, the committee of jurisdiction will now be called the House Committee on Oversight and Accountability. Chairman James Comer (R-KY-01) indicated he will be emphasizing the accountability aspect of the committee — looking into waste, fraud, and abuse specifically in policy regarding the pandemic response, improper influence from the Biden Administration, and the military withdrawal from Afghanistan. Committee staff have indicated if there were to be a hearing on the Postal Service and its workforce, it would most likely be directed at any issues of service. Additionally, there could be a review

of workers' rights within the postal and federal workforces. In the past, the NPMHU has seen bills introduced attacking official time and dues check-off. These issues could get better traction in the less labor friendly 118th Congress.

Over on the Senate side of the Capitol, things were relatively calmer, and the session got off without a hitch. With a win in Pennsylvania, and keeping seats in Arizona, Nevada, and Georgia, Democrats were able to keep the majority and come out with a slight margin of one seat ahead of Republicans. However, this means like the Republicans in the House, Leader Chuck Schumer (D-NY) will have a difficult task to ensure consensus among Democrats. We saw this was a problem in the 117th Congress when it came time to negotiate the infrastructure bill and social spending legislation.

Internal party divisions in the House and Senate are expected to come to a head when they will be tasked with developing a solution to the nation's spending and debt crisis. Shortly after the new session of Congress began, Department of Treasury Secretary Janet Yellen announced the country had reached its debt limit and will go into extraordinary measures to ensure the nation can pay off incurred debts. While the White House and congressional Democrats have said they will not negotiate deficit reductions in order to raise the debt limit, Republicans have begun to look at ways to cut entitlements in the budget, which usually for Mail Handlers means

targeting retirement and healthcare benefits. The last time we saw a divided Congress and a Democrat President tackle the debt ceiling, what resulted was drastic cuts to benefits under the Federal Employee Retirement System (FERS) from postal and federal employees hired after 2013. Adding to the likelihood postal employees benefits will be targeted once again, the Congressional Budget Office released a report in December 2022 recommending increasing employee contributions to retirement benefits for all employees to 4.4 percent, regardless of when they were initially hired. Additionally, Mail Handlers could see the threat of moving from a "High Three" to a "High Five" for annuity calculations; the elimination of the FERS annuity supplement for those who retire early; reductions or eliminations of COLAs; and, changes to the G Fund in the TSP. It has been the argument of the NPMHU that postal employees' and retirees' benefits are not the source of the nation's deficit and the Union will continue to push back that they should not be the solution to reduce spending.

NPMHU PAC GROWS ON CAPITOL HILL

In order to effectively combat these attacks against earned benefits, the NPMHU must work with all members of Congress, regardless of party affiliation. Conversations need to be had with conservatives, moderates, and progressives alike on the value of the dedicated work of Mail Handlers and our brothers and sisters throughout



the Postal Service. Postal issues are bipartisan issues, and the NPMHU is a bipartisan union. This is not only seen in our legislative work, but also in our political work. Mail Handlers continuously support incumbents and candidates that will support the mission and goals of the USPS while protecting its workforce.

The NPMHU expands its strength on Capitol Hill through its Political Action Committee (PAC). The PAC allows us to make financial contributions to elected officials who advocate on our behalf so they have the resources to remain in office, and that those who speak out against us don't stay in DC. NPMHU PAC gives to members of both parties, targeting those that support postal and worker issues. NPMHU members' contributions to the PAC are 100% voluntary and do not come from union dues. I want to thank everyone who

gives to the PAC and a list of those gave throughout 2022 is on the following pages. If you have questions about to which candidates NPMHU PAC gives or how contributions are decided, please reach out.

REGISTER FOR THE 2023 NPMHU LEGISLATIVE CONFERENCE

After a two-year hiatus due to the pandemic, the NPMHU will host its ninth, biennial Legislative Conference, May 2-3, here in Washington, DC. This will be a great opportunity for Mail Handlers to learn how congressional action impacts their professional and personal lives and how they can become an effective grassroots activist. On the first day, attendees will hear from experts from Capitol Hill, the Postal Board of Governors, the Postal Regulatory Commission, and our labor brothers and sisters on the importance

of the legislative process and how the NPMHU can be an influence. On the second day, after they have reviewed the legislative goals of the NPMHU and learned how to effectively lobby elected officials, Mail Handlers will participate in a day of action, meeting with their Representatives, Senators, and staffers. As there are many newly elected Members of Congress, they need to be educated about who we are and how our work is vital to the well-being of the Postal Service and the nation. Additionally, it is important to meet with returning members of Congress and grow established relationships with them. It is through this work that the NPMHU expands its political strength. Letters were mailed to local presidents with greater details on the event and how to register. We look forward to seeing you in the nation's capital soon.

NPMHU PAC

2022 CONTRIBUTORS



The National Postal Mail Handlers Union Political Action Committee (NPMHU PAC) contributes to campaigns of candidates for and incumbents of Congress who repeatedly demonstrate “concern for working people and for [the] aims and objectives of the NPMHU and the entire trade union movement.” The PAC is non-partisan in its operations, and, by federal law, is financed completely through voluntary contributions from members and groups who subscribe to the objectives of the Mail Handlers PAC. Your Union needs your active involvement in contributing to the Political Action Committee to assist candidates who will work to protect the wages and benefits of all Mail Handlers. Our PAC membership is small but growing larger. Below is a list of the 2022 contributors to the NPMHU Political Action Committee. It is an honor roll of members who have contributed to the growing political power of your Union.

PAC CONTRIBUTIONS FOR 2022

MEMBERSHIP LEVEL: **SUPER AMBASSADOR** (contributed at least \$1000 last year)

300	Phillip Hester	301	Daniel St. Marie	323	Jeffrey Larsen	Nat'l Staff	Paul Hogrogian
300	Joseph Palau	301	Sean Sweeney	332	Edvina Tesch	Nat'l Staff	Eugene Horton
300	Kevin Tabarus	302	Anthony Coleman	332	John White	Nat'l Staff	Katie Maddocks
301	Jason Demonico	308	John Gibson	334	Lisa Taylor		
301	Diane Libby	309	David Wilkin	Nat'l Staff	Patrick Donovan		
301	Patrick O'Rourke	311	Roxie Olds Pride	Nat'l Staff	Donald Gonzales		

MEMBERSHIP LEVEL: **AMBASSADOR** (contributed at least \$500 last year)

297	Michael Caird	301	Shawn Holt	306	Marlon Johnson	316	Timothy Kovac
297	Ricky Western	301	Martin Paredes	306	Kenneth Leftridge	316	Courtney Retter
297	Bridget Williams	301	Joseph Robinson	306	Manuella Morris	316	Deborah Retter
299	Davelyn Okamoto	301	Timothy Sullivan	306	Gregory Newsome	316	Gene Rezac
300	Raymond Bermudez	301	Scott Surette	309	Tanya DeRouville	316	Don Sneesby
300	Joseph Costigan	303	Denise Brown	309	Joyce Miskell	318	Nicholas Mosezar
300	Latina Crenshaw	303	Eddie Cowan	310	Reginald Chambers	318	Stewart Ortiz
300	Wilfredo Delgado	303	Daniel Ortega	310	Charles Franklin	318	Thomas Sheldon
300	Yvette Johnson	304	Daniel Cody	310	Lisa Greer	320	Arturo Aguilar
300	Michelle Kimber	304	Harmon Dixon	310	Nolan McClendon	320	Shawn Garey
300	Peter Letizia	304	Gregory Hill	310	Chawanda Parson	320	Aaron Hernandez
300	Lucy Lombardo	304	William McLemore	311	Byron Bennett	320	Steve Mitchell
300	James Smith	304	Darvis Wanton	311	Shelley Dennis	320	Felipe Ruiz
301	Phillip Alvarado	304	Gloria Ward	311	Marvin Henry	320	Simon Spotts
301	Jeffrey Anderson	305	Leslie Hamlett	311	Patricia Johnson	320	Jamie Stellwagen
301	Todd Bjunes	305	Felandria Jackson	311	Eddie Owens	321	Curtis Beaittie
301	Robert Burke	306	Mark Blough	315	Jerry Alexander	321	Curtis Grantham
301	Tyler DeGuzman	306	June Harris	316	Shaun Bezella	321	Robert Koryto
301	John Hegarty	306	Wayne Hopkins	316	Steven M. Kim	321	Richard Lairsey

MEMBERSHIP LEVEL: AMBASSADOR (contributed at least \$500 last year) continued

321	John Martinez	323	Tina Freeman	333	Doris Hampton	Nat'l Staff	Teresa Harmon
321	Jeffrey Morgan	324	Daniel Riemann	333	Monica Marshall	Nat'l Staff	Michael Hora
321	Michael Ruiz	329	Samuel Hudson	334	Alexander Adams	Nat'l Staff	Nick Lehto
321	Samuel Tweneboa-Koduah	329	Charles Smith	334	Sheldon Adams	Nat'l Staff	Eileen Mills
322	Kelly Dickey	329	Julius Takacs	334	Anthony Shell	Nat'l Staff	Thomas Ruther
322	John Szewcyk	331	Michael Foster	Nat'l Staff	Andy Badilishamwalimu	Nat'l Staff	Neil Ryan
323	Brock Engstrom	333	Craig Bindrum	Nat'l Staff	Nina Gallauresi		

MEMBERSHIP LEVEL: LEADER (contributed at least \$250 last year)

297	Pamela Grant	303	Lance Holmes	311	Antonio Romero	323	Dean Abatte
297	William Staab	303	Osvaldo Quintana	312	Andrea Adams	323	Brian Blatchford
299	Tanya Arcangel	303	Eric Schneider	312	Troy Davis	328	Todd Larson
300	Peter Bilotta	304	Rhonda Hinkle-McCoy	313	Juan Morales	329	Calvin Booker
300	Marie Chery	305	Michael Perry	316	Pago Afualo	329	Woodrow Douglas
300	Richard Couvertier	305	Shavonnie Zimmerman	316	Thomas Bilodeau	332	Robert McFall
300	Irene Delgado	306	Jeff Bridges	316	Gary Kalich	332	James Smith
300	Shirley Ramos	306	Carmela Catchings-Tyler	316	Gregory McGovern	332	Matthew Stevens
300	Thomas Russo	306	Lawrence Keenan	316	Petra Rezac	333	Barry Adair
300	Trevor Stuart	306	Manuel Lazu	316	Mark Sagatu	333	Mike Ballard
300	Donald Utz	306	Richard Porter	317	Ronnie Sanders	333	Wayne Burch
301	John Bessette	308	Jeanne Gladilina	318	Wayne Campbell	333	Susan Cowman
301	Michael Bisono	308	Robert Glycenfer	318	Luis Centeno	333	Bernal Gutierrez
301	Paul Bureau	308	Michael Mohan	318	Shawndala Jones	333	Kyle Hanks
301	Scott Curtis	308	Mildred Wagner	320	Darren Dankert	333	Alan Joiner
301	Michael Guilfoyle	308	Joseph Zelenenki	320	Bernie Gonzalez	333	Jeffery Mearan
301	Michael Hatem	309	Rebecca Bicksler	321	Daniel Elliot	333	Frankie Micile
301	Charles Masterson	309	Daniel Cornish	321	Roberto Hernandez	333	Jeffrey Mount
301	Rene Morissette	309	Timothy Morath	321	Zack Mischo	333	Baribor Ngia
301	Victorino Tiongson	309	Lisa Pruchnicki	322	William Best	Nat'l Staff	Lawrence Sapp
301	Christin Wilson	310	George Coubertier	322	Kamay Collins		
302	Shawn Dalton	311	Paul Pineda	322	Linda DeHaven		

MEMBERSHIP LEVEL: ACTIVIST (contributed at least \$100 last year)

299	Ronald Fisher	301	Scott Lasell	305	Danny Mangan	308	Christopher Lee
299	Deanna Parker	301	Agostino Lopes	305	Byron Scott	308	Michael Rembelinsky
300	Mark Chandler	301	Robert Losi	306	Gerald Banks	308	Shelby Root
300	Howard Curry	301	Earna Naipaul	306	Brian Bragg	308	Raymond Rosenberger
300	Tanya Elder	301	Charles Pierce	306	Tiffany Byers	308	Laurene Smith
300	Robert Koontz	301	Joseph Spencer	306	George Cantrell	308	Ronald Sweetman
300	Atika Muhammad	301	Keith Vincent	306	John Castagna	309	James Ditchfield
300	Kim Pinkney	302	Steve Gutierrez	306	John Corley	309	Howard A. Fagan-Solis
300	Charles Price	302	Ruben Martin	306	Robert Howze	309	Paul Forshey
300	Alberta Prieto	302	Lisa McCurn	306	Jeanine Hutcherson	309	Ronald Heiss
300	Stephen Rodriguez	302	Lisa Montgomery	306	Max Rehbein	309	Nicholas Ladd
300	Antonio Sanchez	302	Dwight Parker	306	Joseph Sell	309	Raymond Morrison
300	Dwayne Sapp	303	Terrie Collins	306	Maurice Stecklein	309	Alois Raclawski
300	Sharon Scott	303	Paul Costello	307	Billy Harris	310	William Hopkins
300	Malik Sheppard	303	Van Cunningham	307	Marlon Harris	310	Antonio Smith
300	Theresa Start	303	Howell Fontanilla	308	Nicholas Campellone	310	Carlton Stephens
300	Richard Tompkins	303	Kathleen McNeil	308	Brian Clark	311	Dana Davenport
301	Derek Bruce	303	Ray Paniagua	308	Sean Craig	311	Linda Lewis
301	Ralph Capaldi	303	Kenneth Smith	308	Teresa Craig	311	Lelo Simmons
301	Mark Elia	303	Juan Torres	308	Ritchie Dockery	311	Ernesto Torres
301	William Flynn	304	James Clark	308	Ottina Fallz	313	Irene Sanchez
301	Robert Goggin	304	Thomas Davis	308	George Gohr	313	Maurice Torres
301	Todd Johnson	304	Rakel Dudley	308	William Harris	315	Kevin Parsons
301	Kevin Knight	304	Grag Wake	308	Kris Keehn	316	Alan Brashear
301	Thomas Kondroski	305	David Cocke	308	Ken Koscinski	316	Aaron Doherty

MEMBERSHIP LEVEL: ACTIVIST (contributed at least \$100 last year) continued

316	Sean Fryer	322	Gregory Udovich	333	Denise Brown	333	Dennis Reeser
316	Richard Neal	323	Brian Pierce	333	Robert Connair	333	Larry Rose
316	Salvatore Schillaci	325	Dwayne Williams	333	Dave Current	333	Dwaynise Schoep
317	Charles Harris	327	Larry Burk	333	John Fickes	333	Blake Scott
317	Rodney Tyus	327	Brock Isakson	333	Shane Ford	333	Corey Smith
318	Shimmel Brown	328	Larry Karsten	333	Deborah Hall	333	Jeffrey Smith
318	Jorge Ortiz	329	John Macon	333	John Haus	333	Brian Tallman
318	Beverly Pitts	330	John Regis	333	James Heath	333	Karen Tallman
318	Donna Turner	331	Lloyd Johnson	333	Lori Heuton	333	Donald Thomas
318	Suzanne Viveiros	331	Nathan Price	333	Stephan Hopkins	333	Susanna Ward
320	Theresa Corcoran	332	Robert Greenwell	333	Larry Humeston	333	Richard White
320	John Torres	332	Steven Jensen	333	Dennis Irvin	333	David Williams
321	Cindy Hoehl-Rinker	332	Tyson McKean	333	Lee Kessler	333	Stephanie Yang
321	Samuel Nitta	333	Mark Alexander	333	Danelle Krull	Nat'l Staff	Noah Giebel
321	Richard Ruiz	333	Marvin Bennett	333	Danny Luing	Nat'l Staff	Charles Manago
322	Jason Bankston	333	Steve Benshoof	333	Angela Marshall	Nat'l Staff	Justin McCulloch
322	Joseph Fitzgerald	333	Bryant Blackman	333	Francis Montgomery	Nat'l Staff	David Ross
322	Diane Lydic	333	Harvey Blackman	333	David Parrish		
322	Ryan Pigmon	333	Thomas Blair	333	James Pledger		

MEMBERSHIP LEVEL: SPONSOR (contributed at least \$52 last year)

297	Cecil Brown	302	Michael Sanchez	309	Daniel DeRouville	321	Eric Reen
300	Saieda Brown	303	Gary Doss	309	Lisa Eady	321	Cicero Untalan
300	Larry Cimirro	303	Christopher Gayles	309	Gary Gove	322	Joseph W. Harker
300	Alejjah Durham	303	Cathy Gravino	309	Douglas Heyden	322	Deborah Stophel
300	Spencer Elfenbaum	303	Bill Moy	309	Michael Knapik	322	Roberta Wanner
300	Sai Hung	303	Robert Rodriguez	309	Robert Law	323	John Frey
300	Steve Morrow	303	Thomas Sansevere	310	Carlos Castellucci	323	Patricia O'Brien
300	Alan Sacks	303	Dorleatha Willoughby	310	Adrien Rameau	323	Gary Tollefsrud
300	Howard Spindler	305	John Collins	310	Michelle Reed	325	Tarus Esco-Cole
300	Victor Stewart	306	Kurt Anderson	310	Gary Reid	327	Derek Mullenberg
300	Damon Washington	306	Steven Barber	311	Jennifer Price	329	Lyndon Cox
301	George Buckley	306	Vincent Gross	311	Dawn Richard	329	Tavita Stewart
301	Christine Couture	306	Sharifa Knowles	313	Fredis Maldonado	332	Michael Tucker
301	Reynaldo Figueroa	306	Michael Schultz	313	Abdiel Quinones	332	Jaxon White
301	Gerald Hunt	306	Geiselle Williams	313	Xaira Rivera	333	Steve Huth
301	Scott McEnaney	307	James Haggarty	313	Richard Sierra	333	Craig Thompson
301	Michael Normandin	308	Brian Carson	313	Carlos Zeno	334	Kent Holliday
301	Michael Pasquale	308	Steven Harvey	316	Betty Finley	Nat'l Staff	Clare Hurley
301	Mark West	308	Keith Johnston	316	Willie Hamilton	Nat'l Staff	Elizabeth Johnson
302	Benjamin Altuna	308	Matthew Matteis	318	Rick Frantz		
302	Brittany Brucklacher	308	Richard Vennera	318	Andrew Robertson		
302	Lisa Coleman	308	Richard Zeh	320	Cesar Polanco		

MEMBERSHIP LEVEL: MEMBER (contributed at least \$26 last year)

300	Daniel Danzo	303	Maura Pettit	309	Jerry Smith	321	Joel Wolter
300	Kim Sanders	303	Christopher E Socha	311	Belvin Eddington	322	Bonnie Paul
300	Andre Spence	305	Marcus Anderson	311	Frank La	322	Donna Truschel
301	Nicholas Bessette	305	James Cox	311	Abdul Whisenhunt	323	Jarred Hoover
301	Anthony Couture	305	Lori Freeman	316	El Dwan	323	Shane Ryden
301	Earl Kimball	305	Ernie Sawyer	316	Eric Snyder	331	Daniel Barnaby
301	Steven Punzo	307	Christina Larkins	317	Robert Richburg	331	David Wisneski
301	Stephen Zaccaro	307	Ursula Patterson	318	Lynden Clarke	333	Lorren Dennison
302	James Carlson	308	Neil Muller	318	Robin Person	334	Michael Howell
302	Dorothy Henderson	308	Craig Rollerson	318	Santo Romano	334	Paul Jorgensen
302	Brian Sheehan	308	Floyd Steinmetz	321	Patrick Bond		
303	Angela Duncan	309	William Goeseke	321	Richard Eckhart		

2023 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 Beanie
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Travel Bag
Ambassador	\$500	PAC Cooler and Bottle Opener
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 20 and 21 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 six 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)

\$1000 (Super 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):

PostalEASE by TELEPHONE:

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.



YOUR BODY'S DISEASE DEFENSES

BUILDING AND BOOSTING THE IMMUNE SYSTEM

Nina Gallauresi, Executive Director, MHBP

Every day while you eat, sleep, work, and play, battles are being fought throughout your body. You rarely feel it. But bacteria, viruses, and other microbes are constantly invading from the outside world.

Your body has a defense system for such invaders. It's called the immune system. Your immune system is made up of trillions of cells and proteins. These are found in your blood and every organ of your body. The immune system learns and changes over your lifetime—even before birth.

BUILDING YOUR DEFENSES

You're not born with a fully equipped immune system. Fetuses can produce some immune protection. But before birth, "the vast majority of protection against infection comes from the mother," explains Dr. Whitney Harrington, who studies immune system development at Seattle Children's Research Institute.

Germ-fighting molecules made by the immune system, called antibodies, are transferred to the fetus through the placenta. They can also be passed to the baby after birth through breastfeeding. Antibodies stick to germs and stop them from infecting cells.

"The peak risk of severe disease from many infections is under six months of life," says Harrington. That's because the baby's immune system is just starting to develop.

Antibodies that are passed along from the mother can last for many months. They help protect a new baby until their immune system starts to develop.

The immune system builds many lines of defense. The cells of the innate immune system provide an early response to danger. They move through the body looking for signs of damage or infection of other cells. Then they destroy those cells.

Another major defense is called the adaptive immune system. It's activated by signals from the innate immune system

and the infectious germs and makes a powerful response. The cells of this system keep a long-term memory of the germs they fight. They also respond to vaccinations and make all your antibodies.

Researchers have found that, like antibodies, some adaptive immune cells also cross from the mother to the fetus. These cells may start teaching the fetus's immune system about germs the mother has been exposed to.

Harrington and her team have been trying to learn more about these cells. They want to understand when this transfer happens and to use it to maximize immune protection provided by the mother.

Through infancy and childhood, your immune system matures and continues to build its own disease-fighting cells. Exposure to germs in childhood helps the immune system grow stronger over time, Harrington says.

PROTECTION AS YOU AGE

By the time you've reached young adulthood, you've been exposed to many germs. So your immune system is likely to have a strong response to many infections you encounter.

Vaccines further strengthen your defenses. Vaccines expose your immune system to dead or weakened germs, or just pieces of them. That helps your immune cells learn how to fight these threats and remember them without you getting sick.

Certain vaccines are recommended during pregnancy. These boost protection provided by the mother against deadly diseases during a baby's first months of life. Vaccines are then recommended shortly after birth through adulthood.

Some vaccines require additional shots during adulthood to boost your immune system's memory. And some people—depending on their health, job, or other factors—may need extra vaccines to keep them safe. Keep up with current vaccination recommendations.

**Your body has a defense system for such invaders.
 It's called the immune system. Your immune system is made
 up of trillions of cells and proteins.**

But, like other systems in your body, the immune system can begin to decline as you age. These changes can prevent immune cells from working to the best of their ability.

“With age, immune cells lose their ability to respond rapidly and robustly to infection,” says Dr. Ronald Germain, an immune system expert at NIH.

Other parts of your body, such as the heart or lungs, can accumulate wear and tear with age, too. This reduced function puts older adults at greater risk for developing more severe disease from many infections.

Even a bit more damage from an infection can cause an older adult’s organs and tissues to not perform their jobs well, Germain says. That’s why certain vaccines are especially recommended for people over age 50.



MAKING BETTER DEFENSES

Researchers are still learning how to improve immune responses and vaccines. Some microbes are very good at hiding from the immune system. Many avoid detection by mutating, or changing, so that previously exposed immune cells can no longer recognize them.

Dr. Shane Crotty at the La Jolla Institute for Immunology and his team are trying to take advantage of the body’s way of keeping up with these changes. They’re studying a part of the adaptive immune system called germinal centers. These are areas in the lymph nodes where immune cells go to develop and learn to produce more effective antibodies. Germinal centers form temporarily in response to infection or vaccination. They don’t just produce antibodies against the germs that are in your body. They also produce antibodies against different versions (variants) of those germs that you haven’t been exposed to. Cells in the germinal centers essentially guess at how the virus may change over time.

“Germinal centers are one of the most amazing things your immune system does,” says Crotty. Take the COVID vaccines

as an example. The COVID vaccines developed against the original virus caused people to make antibodies that guarded against other variants.

“All the antibodies anybody developed against other variants from vaccination came from germinal centers,” Crotty explains.

Germinal centers can last in the body for up to six months. And the longer they’re around, the more varied the antibodies they produce.

Crotty and his team are testing if changing the way vaccines are given can help germinal centers last longer. Their recent study tested an experimental HIV vaccine in animals. Researchers gave the vaccine in many small doses over time. This produced antibodies that were more varied and lasted longer than those from the single large vaccine dose.

As researchers continue looking for new ways to protect you from disease, staying current on your vaccines and living a healthy lifestyle are the best ways to boost your defenses.

VACCINATIONS IN OLDER ADULTS

Staying up to date on vaccines is especially important for older adults. Our immune system helps the body fight infection, but it gets weaker as we age. Vaccines help to strengthen the immune system.

In addition to an annual flu vaccine, other vaccines that are important to older adults include COVID-19, pneumonia, shingles, and TDP (tetanus, diphtheria, and pertussis).

It’s best to get the flu vaccine by the end of October, so you’ll be protected when flu season starts. But it’s not too late to get the shot even a few months later. Certain flu vaccines are designed especially for people ages 65 and older.

Studies show that COVID-19 vaccines make it less likely you’ll get seriously ill or need to go to the hospital if infected with the virus. They also reduce the risk of getting the disease. New booster shots targeting the Omicron variants became available in fall 2022.

The pneumococcal vaccine is recommended for all adults ages 65 and older. It protects against serious infections like pneumonia. As for other vaccines, the TDP booster shot should be given every 10 years. And the shingles vaccine is safe and effective for healthy adults ages 50 and older.

Protect yourself by keeping your vaccines up to date. Talk with a health care provider about which ones you need and if they can be taken together. Learn more about vaccines for older adults.

HOW TO HELP YOUR IMMUNE SYSTEM

- **Eat a healthy diet.**
- **Make time for physical activity.** Experts recommend that adults get at least two and a half hours of moderate exercise each week.
- **Maintain a healthy weight.**

- **Get a good night's sleep.** Most adults need at least seven hours or more of sleep each night, and kids and teens need even more.
- **Quit smoking.** Get free help at smokefree.gov, call 1-800-QUIT-NOW (1-800-784-8669), or text QUIT to 47848.
- **Manage stress.**
- **Limit drinking alcohol.**
- **Wash your hands often to avoid getting sick.** Use hand sanitizer if soap and water are not available.
- **Stay up to date with the recommended vaccines.** Go to <https://www.cdc.gov/vaccines/schedules/>

VACCINE	PROTECTS AGAINST
Influenza	Seasonal flu
Tdap	Tetanus, diphtheria, pertussis
Zoster	Shingles
Varicella	Chicken pox
HPV	Human papilloma virus and HPV related cancers
Pneumococcal	Pneumococcal bacterial disease, ear infections, pneumonia, blood stream infections
MMR	Measles, mumps, rubella

MHBP RESOURCES TO ASSIST YOU

MHBP covers preventive care at 100% when received from a network provider, including the following immunizations according to CDC recommendations.

Your health matters and we are here to help. If you need help locating a provider, use the Find a Provider tool on MHBP.com. If you have a health concern or 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, please call MHBP at 800-410-7778.

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



HEALTH PLANS THAT WORK AS HARD AS YOU DO.



PLANS TO FIT YOUR LIFE AND BUDGET

MHBP STANDARD OPTION

Comprehensive coverage at an affordable price
The MHBP Standard Option is setting a higher standard for federal employee health plans — at a lower cost.

The plan's low copayments keep your costs down and out-of-pocket expenses predictable.

With network providers, the plan pays 100 percent for annual exams, lab tests, maternity care and more. For services like diagnostic tests or surgery, this plan has you covered.

MHBP CONSUMER OPTION

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.

MHBP VALUE PLAN

A plan with your health care needs and budget in mind

The MHBP Value Plan is our most affordable plan. It provides you with valuable protection against an unforeseen illness or event.

The Value Plan balances low cost and high satisfaction. That makes it a great choice for healthy people who don't typically need a lot of medical services.

Plus, you pay nothing for preventive care from network providers. Including things, like an annual exam, screenings, immunizations and well-child visits.



I started at the Post Office in 1976 as a Mail Handler.

First thing I did was join the Union, second thing I did was sign up for the Mail Handlers Benefit Plan [MHBP].

— Paul H., MHBP member

They've treated us like family. It's just been the right fit for us.

— John G., MHBP member

You can't put a clock on your needs for health care and for answers. So, I can reach out at any time during the day and get the service that I need.

— Michael H., MHBP member



CONNECT WITH MHBP

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

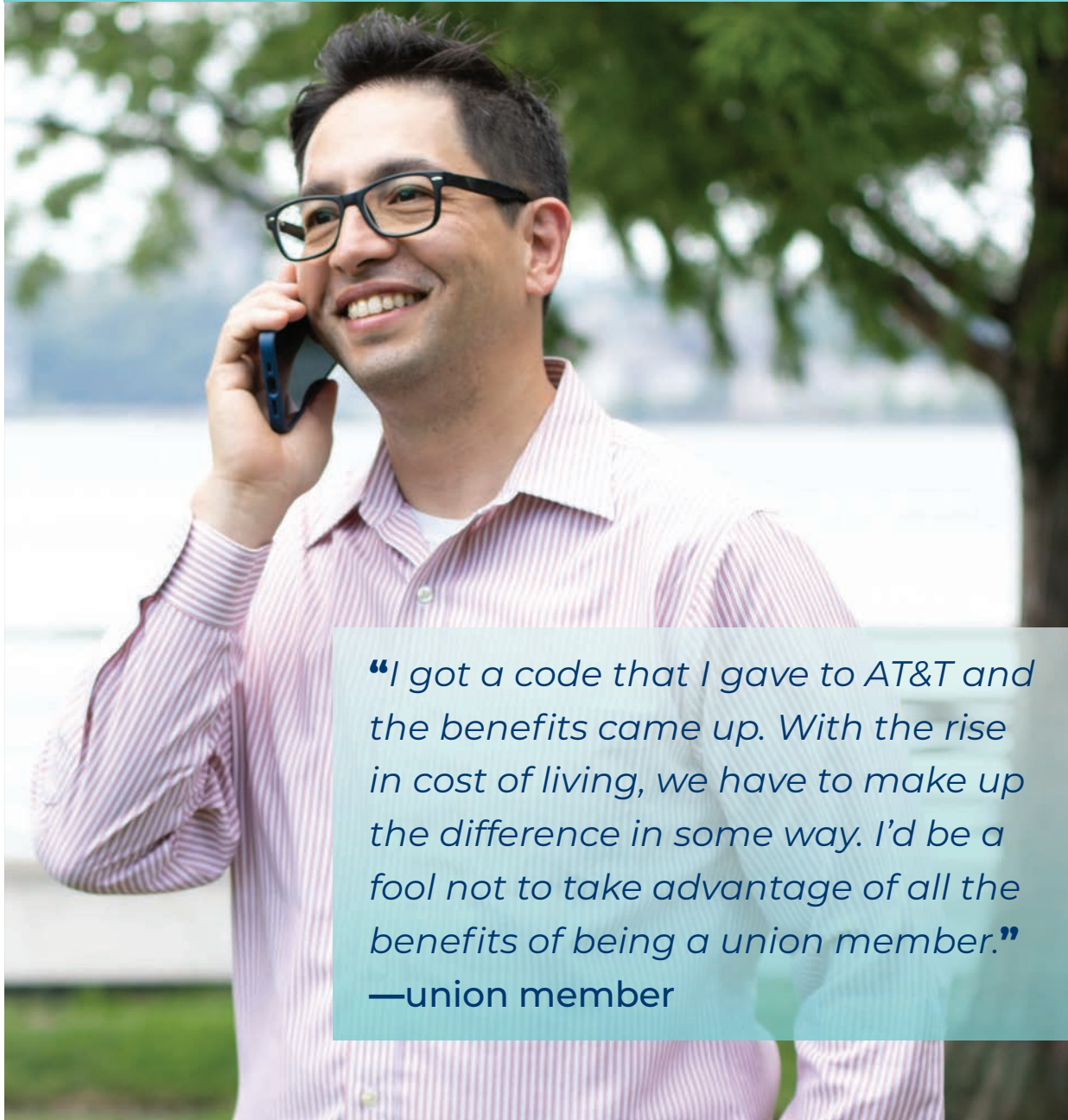
Or visit MHBP.com/Live to schedule a one-on-one phone consultation, start a live chat, register to attend a webinar or learn more about MHBP plans.



INTERESTED IN MHBP?
Scan the QR code to see what MHBP can do for you.

*This is a summary of the MHBP plans. There may be fees associated with a Health Savings Account (HSA). These are the same types of fees you may pay for checking account transactions. Please see the HSA fee schedule in your HSA enrollment materials for more information. Before making the final decision, please read the 2023 Official Plan Brochures (R1 71-007 or R1 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2023 Official Plan Brochures.
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The Union Plus Wireless Program **WORKS FOR ME**



“I got a code that I gave to AT&T and the benefits came up. With the rise in cost of living, we have to make up the difference in some way. I’d be a fool not to take advantage of all the benefits of being a union member.”
—union member



See more at
unionplus.org



NPMHU-WR-2-7-23



EVERY SINGLE DAY

BY JOHN GIBSON, EASTERN REGION VICE PRESIDENT

Now that we have completed the national collective bargaining process and a new and improved contract is to be implemented, it would be easy to think that the Union's work is complete, for the next several years at least, and we can now relax and begin the planning for the next round of negotiations. Well, I am here to tell you Brothers and Sisters that that suggestion couldn't possibly be further from the truth.

Yes, it is true that the negotiation of a national agreement is one of the most important jobs of this Union. Improvements in wages, benefits and working conditions, as we have often stated, are arguably the heart and soul of the Union's purpose. However, we would be ignoring the reality of the postal workplace and those tasked with managing the movement of the mail, if that was all there was to it. Negotiating our rights, in some respects, is the easy part (although our negotiating team might beg to differ), defending those new and already established rights is the where the real pick and shovel work begins.

Serving the NPMHU over multiple decades in many capacities beginning as an Alternate Shop Steward, to Regular

Steward, Chief Steward, Branch President, and now Local President, I can tell you that the back breaking work of this Union really occurs now, after we have signed a new contract. As anyone reading this already knows, the width and breadth of the untenable combination of the ignorance and arrogance of the employer, the sheer scope of obstinance and stupidity in the managerial ranks cannot be underestimated. The day-to-day challenges faced by mail handlers and those who represent those dedicated employees never ceases, and the battle to defend what is rightfully ours continues every single day.

As this new agreement — with its significant pay scale improvements as well as work rule advancements — is implemented, we will all experience some degree of a learning curve. However, the curve for those in management will be completely off the charts and immeasurable in any conventional way. The first and probably greatest obstacle our counterparts in management will face is their conviction that we really don't have any rights at all, and even if we do, they are granted only at their discretion. This is bullshit of course, but it is only our work as a

Union, representatives and members alike, that can wash this stench away. How is this accomplished?

Let's take a minute to discuss the matter of dues deduction, or more accurately, the return on the investment of the dues you pay every two weeks. The reality is simple: Without sufficient resources, there can be no representation. There will always be some who will quibble about the dues we pay and sometimes enter into an apoplectic fit when an increase in those dues occurs. The response is simple: the dedication and commitment of scores of representatives across this Union is not enough by itself to get the job done. For those not familiar with the constitutional process, bi-weekly dues go up a dollar each time either a negotiated contractual increase occurs or, in the absence of a wage increase, there is a cost-of-living adjustment increase of more than \$500 in a calendar year. Only a total of a one-dollar increase can occur annually under this provision. The question is what do we get for those dues, what is the return on that investment?

Let's examine the last seven years or so and do some simple math.

Negotiated wages for Level 4, first step, Full-Time Regular Mail Handlers



hired prior to February of 2013 increased by more than \$12,000 in that time. Over the same period union dues went up by \$208 annually. You received \$12,000 on an investment of \$208. That return on investment, by the way, never ends and is locked in until the day you retire. For those hired after February 2013, first step Level 4 wages increased by more than \$8,000. For your investment of \$208 a Level 4 top step mail handler gets \$14,000 and that never ends.

While your dues are justified by the steady increase in wages alone, your Union provides a lot more than a negotiated wage increase. For example, union dues make possible the filing of grievances at both the National and Local levels. These are the National and Local protections that are absolutely critical to maintaining the integrity of the National Agreement as well as your Local Memorandum of Understanding (which provides the important rules that govern your facility's overtime and leave rules). Without the enforcement mechanism of grievances through Article 15, management would be left to run ruthlessly rampant on the workroom floor. Hell, they already do their damndest to screw things up as it is. I shudder to think of the

postal workplace run by the depraved and the despicable in management without this Union. I regularly hear reports of Local Union success stories where class action grievances challenging employer violations have resulted in significant remedies being awarded. From cross craft violations to a failure to apply Article 8 and the overtime desired list, our union has won through the grievance process literally tens of millions of dollars which has been distributed to mail handlers throughout the country over the last seven years. For example, just recently within Local 308, \$1.4 million was awarded to members of the Trenton P&DC when the employer violated Article 7 by assigning clerks to do our work. While the tenacious work of the Branch President and the Stewards in that facility is to be celebrated, it is not unique and is by no means an aberration my friends. Violations of this sort occur on a regular basis and remedies are awarded to Locals nation-wide all due to the hard work of a Union that is supported by your dues. A common thread runs through this tale — a well-resourced and committed Union succeeds in defending the rights and economic interests of

its members. Those resources come from Union dues.

The Union does not just process grievances. There are other important elements to the services provided by both the National and your Local Union. Among other things, the Union provides training and assistance to the scores of representatives across the nation. They are the ones who stand up to management and who wield that pick and shovel every single day. Ensuring that those on the front lines have the requisite knowledge and resources to file grievances and to advocate complicated contractual arguments before an arbitrator in the most persuasive manner requires the resources generated by Union dues. The Union also provides relevant information to the membership of this great Union on a variety of platforms, including this very publication. This is absolutely essential to a well-rounded Labor Organization. Web sites, both Local and National, apps, direct mailings, meetings, all supported by Union dues and all necessary.

Sisters and Brothers this Union, Your Union, has your back every single day and we value your commitment to the movement, without it all would be lost.



CHOICES

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

Important word, with significant consequences. Our right to exercise our choice can shape elections and influence the outcome of future events. That's why we need to vote whenever the opportunity arises. As a voter, we play an important role in various elections including Presidential, state, municipal government, and contractual ratification. It is important that we, as members of this great Union, take the time to vote on the terms of our employment and livelihood. Sure, some didn't agree on certain provisions, but that's okay. That's how democracy works. We have the freedom to voice our constitutional rights.

Diverse perspectives and opinions are what make this world better. Right or wrong, ideas are needed to spark a spirited debate and discussion on important matters. This shouldn't cause the disruption of friendships or stop people from speaking to one another. A difference of opinion is no reason to declare war against one another. There are some instances where we must take a stance on our position and be willing to go distance to be heard. That's what the National Postal Mail Handlers Union fights for on a daily and continuous basis. Bargaining was difficult, but our NPMHU leadership and representatives fought to achieve a contractual agreement that has long-term benefits and stability for our members including pay increases,

decreased time to reach the top Step of the pay grade, and no lay-off protection to name a few. These are benefits that few employers offer.

The month of March is also International Women's Day. This celebration of achievements by women worldwide occurred on March 8, 2023. The theme for this year is "Embrace Equality". This is a collective push to ensure that women receive an equal opportunity for jobs and careers, with equal payment as their male counterparts. This is not an issue that we have within our craft, due to the protection that is afforded to ALL of our craft, regardless of gender. Again, this is another reason to appreciate the work of the NPMHU leadership, past and present. Our pay is the same at each level and grade regardless of one's gender. Our Brothers and Sisters have an equal opportunity to bid on and secure higher-level positions in our craft. If you have the skills and seniority, you have an opportunity at various positions. In places around the world, this benefit is sometimes taken for granted, and is not afforded to female workers. Gender is used as a roadblock to promotions and equal pay. I celebrate our Union for not allowing such a blatant discriminatory action against anyone, male or female; equality for all. Thanks, NPMHU for being a protector for ALL!



Diverse perspectives and opinions are what make this world better. Right or wrong, ideas are needed to spark a spirited debate and discussion on important matters. This shouldn't cause the disruption of friendships or stop people from speaking to one another.



INTERNATIONAL WOMEN'S DAY

8th March

NATIONAL POSTAL MAIL HANDLERS UNION — WOMEN'S COMMITTEE APPOINTMENTS

National President Hogrogian has affirmed the recommendation of the National Executive Board and appointed Local 310 President Lisa Greer and Local 332 President Edvina Tesch to the Women's Committee of the National Postal Mail Handlers Union.

The Women's Committee was formed in 2017 with the following mission statement:

The mission of the Women's Committee of the National Postal Mail Handlers Union (NPMHU) is to encourage, recruit, and engage women of all backgrounds to join and be active members in the NPMHU and the trade union movement. We believe that all working women have the right to a safe and decent living at a reasonable wage. We believe that all members of society are entitled to equal and

fair justice. We want to strengthen our sisters and help them achieve a better quality of life for themselves and their families.

Sister Greer and Tesch are proven labor leaders with the experience and knowledge to contribute to the excellent work of the Women's Committee. The additional members of the Women's Committee are Chairperson June Harris, Central Region Vice President / Local 306 President, Teresa Harmon, Manager Contract Administration Department, Yvette Johnson, Vice President Local 300, Felandria Jackson, President Local 305, Kelly Dickey President Local 322, Joyce Weber, Treasurer Local 318, and Roxie Olds-Pride, Treasurer Local 311.

Additional information about the Women's Committee is available on the NPMHU website.



LISA GREER



EDVINA TESCH

YOUR UNION IS HERE FOR YOU. USE US!

BY DON SNEESBY, WESTERN REGION VICE PRESIDENT



Over my many years with the NPMHU, I have seen firsthand the dedication and devotion of union representatives and stewards both in my own Local and those from around the country. The Union's representatives at the National, Local, and Branch levels all strive to be proactive and to promptly take steps to protect the rights in our National Agreement. Our ability to fully address those issues depends on our members informing the union of workplace issues that are or may be contract violations. While we are often aware of many issues when they occur, many times, we do not learn about workplace issues until you tell us. Put simply, our union can be much more successful with your involvement.

Unfortunately, some people are reluctant to bring up an issue they might need help with, as they are unsure about whether it is a violation of the National Agreement or unsure about whether a grievance should be filed about it.

My message to you is to use the Union and let us know of your workplace concerns. It may be a grievance, a personal issue, or a conflict with coworkers or management. Even if we determine your issue is not a grievance, your Union representative may still be able assist you with addressing it.

Below are some issues where your involvement is critical to our ability to fully protect and represent you.

INVESTIGATIVE INTERVIEWS

Any time you are being asked questions by postal management or the inspection service and you reasonably believe that your answers to these questions may lead to you being disciplined, you have a right to be accompanied and represented by an NPMHU Steward. You and your union representative have the right to know the subject of the investigation before it starts and to discuss the issue in private together before the interview begins and even during the course of your interview. These rights are known as Weingarten Rights. To exercise these rights, you must request a Union representative. Stating "I would like my union representative present for this interview" is enough. Once you make that request, you have the right to refuse to answer these questions until a Union steward is provided.

DISCIPLINE


Hopefully everyone is aware that you can file a grievance to challenge disciplinary actions. In my local and nationwide, the union is extremely successful in discipline grievances, where we are able to either overturn the discipline, get it reduced to a lower level, or shorten the time that any discipline will stay in your file. Because management is not required to tell the union if you have been disciplined (even if management provided a Steward for your investigative interview), you should inform us immediately of any discipline. There is a strict deadline of 14 days to file a Step 1 grievance to challenge discipline.

We know that people often feel embarrassed about being disciplined or because you are "guilty" of the offense you are charged. That should not stop you from letting the Union know. Your Union representative can file a grievance on your behalf. The Union representative will then be there to represent you through the grievance process to protect your due process rights. This assistance includes ensuring that management did a proper and fair investigation, that management can prove that a rule was violated and that management has handled violations by other employees in a similar manner, that the level of discipline is appropriate, and much more.

While people can and do lose their jobs, even when a grievance is filed, involving your Union will allow us to provide you with the best representation possible with the hope of achieving the best result for you.

CROSS CRAFT

Many of our facilities are still short of Mail Handlers. To address this understaffing, management often turns to Clerks and PSEs to do our work. While your stewards are aware of and likely already challenging many of these cross-craft violations, the only way to make sure that such issues are addressed is for you to report any potential issues to your Union representative. The best way to do so is to request Union time or ask your Union Steward to request time with you. Your Steward will need to know the operation where the cross craft violation occurred, the time it happened, how many Clerks or PSEs were working on the operation, and hopefully the names of the



individuals doing our jobs. Because each situation is different, talk with your Steward to find out what information they need and how to get it to them.

Most of the time we will ask you to provide a written statement, which sometimes can be a text or email with the necessary information. Your Steward can assist you in drafting your statement if you want help. With a properly documented grievance, the Union can often stop management from using other craft employees to do our jobs and win monetary awards for any violations. Filing these grievances is also an important step in keeping management from doing this again in the future. Even if your facility is overstaffed, these grievances can help the Union show that the current positions are needed and limit the number of positions that management might seek to abolish or revert. Help us file these grievances and protect our jobs.

SUPERVISORS DOING BARGAINING UNIT WORK

Similar to cross craft grievances, many supervisors apparently don't have enough work to do to keep themselves busy so they feel compelled to perform our bargaining unit Mail Handler work. Some others may have been former Mail Handlers who still want to do the work. Regardless of the reason, management doing bargaining unit work violates our National Agreement. Unless we challenge these violations, management will believe it reduce mail handler staffing and get jobs done with fewer hours and fewer Mail Handlers. Let us know right away when these violations are occurring by telling your union representative the details (the name of the supervisor, the work performed, on what date and over what period of time).

OVERTIME

Article 8.5 mandates an order in which employees are called in for overtime. Those qualified and available Mail Handler on the overtime desired list ("OTDL") are called in order of seniority and on a rotating basis. Next to be scheduled are daily volunteers, followed by MHAs and then non-volunteer full-time career Mail Handlers by juniority on a rotating basis.

The MOU on Improper Bypass of Overtime mandates that when an employee on the OTDL is improperly passed over and another employee on the OTDL works out of rotation, management is to provide a similar make-up overtime opportunity for those who were bypassed. When management uses an employee not on the OTDL instead of someone qualified and available on the OTDL, that bypassed Mail Handler shall be paid for the lost overtime opportunity. Note that the contract allows in limited circumstances for a Mail Handler to waive overtime for exceptional circumstances like birthdays, anniversaries, illness etc. If you were bypassed for overtime, protect your rights by letting your Union Steward know.

FMLA

The Family Medical Leave Act provides up to 12 weeks of protected leave each year for Mail Handlers with sufficient hours and 12 months of service who themselves have or a family member has a serious health condition. Once approved, management cannot discipline an employee for absences due to these serious health conditions. A serious health condition under the FMLA can be for an overnight stay in a hospital, any period of incapacity or treatment following that overnight stay, or for chronic conditions such as asthma, migraines, mental health issues, cancer. Your request for FMLA leave should be submitted in advance if possible but Mail Handlers generally will have 15 days from calling in the first time for a qualifying condition to submit the necessary paperwork to have those absences protected by the FMLA. Often times, the USPS FMLA department will return FMLA paperwork for missing information or a perceived mistake in the way the health care provider has filled out the form. You should let your Union steward know immediately because you have a limited amount of time to correct the issue. Your Steward can help you remedy any deficiency and file a grievance when FMLA denial is improper.

Thank you for your membership. Now use us!!!

TRANSFERRING TO ANOTHER INSTALLATION

BY TOM RUTHER, NATIONAL CAD REPRESENTATIVE



One of the benefits of our National Agreement with the Postal Service is the ability to voluntarily transfer or relocate to another USPS installation, whether that installation is in a different part of your metropolitan area or in another region of the country. As life changes, so can the need to relocate. This Article is to help Mail Handlers to understand the contractual process.

Under the NPMHU the National Agreement, there are several different articles and memoranda of understanding that lay out the process for transferring. Article 12 and the MOU re Transfers together provide the basic rules on transfers, but applying the details of these rules can become a very difficult and sometimes confusing endeavor. There also is important language in the MOU re Filling of Residual Vacancies, which mandates that 1 out of every 4 residual vacancies that occur in an installation be filled with a transfer. Any Mail Handler can request a transfer after completing the lock-in period. The lock-in period is 18 months if you are requesting to transfer within your District or any District that geographically adjoins your District. It is 12 months if your request is to transfer outside this geographical area. Time as an MHA is counted toward this lock-in period provided you are transferring to another Mail Handler position. If you are attempting to transfer to another craft, however, your MHA time will not count towards the lock-in period. The lock-in time period must be satisfied prior to submitting your request in eReassign; otherwise, your request will be closed as ineligible. Once you transfer, you start a new lock-in period until you reach the 12 or 18 months required. If within the geographical area, the 18 months is reduced to 12 months if returning to your former installation or a PTF gaining more hours per week. However, your application in eReassign must be reached and the installation within the ratio must be ready to receive a transfer before the reduction in lock-in can be reduced or waived. There are no provisions to transfer to another bid cluster outside the submission in eReassign for any reason.

The lock-in period for the first transfer an employee receives in his or her career cannot be modified or waived.

So assuming you have your time in the craft and have decided that you want to start a transfer to another installation or district, the written request for this transfer is through eReassign, which is found on the LiteBlue webpage. There are two different processes that you can use to submit your written requests, and both are found on the LiteBlue webpage. The first and easiest method is to simply press the “Submit Request” button at the top of the eReassign web page. This will bring you to a site that will be populated with all of your personal information, name, address, current work location, etc. It is important to verify that all of this information is correct. At that point, all that is left is for you to simply pick the state, district, bid cluster and craft that you are hoping to transfer to. There is no need to wait for a specific position to request.

Once you have clicked on the submit request button, you will be placed on the eReassign list. The list is kept based on the date the employee from any craft puts in the request; seniority doesn't have any effect on your placement. You will need to put in a request for each bid cluster and craft you are requesting. This request will remain active for 1 year, at which point you can extend this for another year. There is no limit on the number of times you can extend your request, but it must be done each year within 90 days of the expiration date. If a request expires, it cannot be reactivated.

The second method is to search by “Reassignment Opportunities”; when you go onto this webpage, you will see all available opportunities nationwide at that particular time. Postings open from the 1st day of the month through the 21st day of the month. You can then review and select from that list of available opportunities.

Here is where the confusing part comes in: when you select a position in the Reassignment Opportunities section, you are placed on the eReassign list in the same manner had you processed your request through the “Submit Request” button that was discussed earlier. You will not be put on a different list, and you will not be processed any faster. Your submission is to transfer to a different bid cluster; this is not a job bidding system but only advertises what positions have become

available to fill. Indeed, when you are on this page, you should take note of the side of the page which states:

APPLICATION TO POSTED POSITION

Although you may apply for a specific posted job, please note that you are not guaranteed that position once contacted. You are actually applying for a specific location and craft only. Applies to APWU and NPMHU postings.

Here is the issue that is often encountered with the Reassignment Opportunities process. An employee picks a specific duty assignment on this webpage and then receives the transfer. That person believes that he or she is going into that specific position until they get their official notice of transfer, where it instructs them to select a current residual vacancy in the bid cluster. If that residual is still available it can be selected, but many times there have been conversions of MHAs during the time between applying for and receiving the transfer, and MHAs being converted in that installation would have the right to choose that bid. It is important to understand that until you receive your transfer you have no rights to any bid in your new installation.

When an employee is placed on eReassign, the Postal Service will indicate your request has a status as “on hold.” That simply means that your request is submitted, and you are on the list. When a residual vacancy becomes available in an installation you have selected and you are reached on the eReassign list, it will change the status to “in review.” This is when your current facility will be asked to furnish information from your record. The items that will be looked at are attendance for the past two year (although approved FMLA absences cannot be used against a Mail Handler requesting a transfer), safety record, supervisor evaluation, and any active discipline. So it is important if you disagree with the stated reason that you see a shop steward in your installation to request a review of your record with the supervisor. Your attendance record should properly reflect any absences with the correct code of scheduled or unscheduled. If your record is incorrect your shop steward will assist in the correction with the supervisor and if necessary to file any appropriate

grievance. As with any grievance, it must be filed within 14 days from when you became aware of the denial to transfer.

To transfer to a position within the Mail Handler craft you are considered qualified; however, if you are requesting transfer to another craft, you must satisfy all qualifications prior to finalizing the transfer as accepted. If you fail to qualify on any portion, the transfer cannot be finalized. You cannot be moved into another craft through a transfer pending qualification.

The final status that you hope to see is “accepted”; you will then receive a letter detailing your transfer. It will give you the choice to accept or deny the transfer. The letter will also provide you with an expected date to report, usually within 30-45 days. You will be given a list of residuals, if more than one exists; otherwise you will be notified of your new schedule. It is important remember that, if you need more time to get your affairs in order, you should communicate about this topic with the contact name listed in the letter to determine an agreeable date.

There are no relocation benefits given to an employee who voluntarily transfers. When you arrive at your new facility, you will be given a new seniority date. Please reach out to the NPMHU representatives so you can learn about your new facility.



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NMLSR ID 399801



MAIL HANDLERS

ACROSS THE COUNTRY



LOCAL 298

Members of the National Executive Board were on hand to swear in the newly elected officers at Local 298. Along with Local 298 President Aubrey Wayne Foster, National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Vice President Central Region June Harris were on hand to tour a facility as well as swear in the newly elected officers. Pictured being sworn in (l-r) National President Paul Hogrogian, Local 298 SEBM Canzater McCarty, Local 298 President Aubrey Wayne Foster, Local 298 Vice President Justin Kreikemeier, Local 298 Recording Secretary Rebecca Perkins.



LOCAL 333

Retired Local 333 President Randy Krueger, Local 333 Treasurer and Branch President Des Moines NDC Eric Cory, and SEBM and Branch President Waterloo Bernal Gutierrez came together to assist with the Holiday Baskets Charity event sponsored by the South-Central Iowa Federation of Labor. Baskets of food were put together to be distributed to families in need.

LOCAL 308 STEWARD TRAINING

From left to right: Fatima Lewis, Tim Casey, Eastern Region Vice President and Local 308 President John Gibson, Robert Bossert, Angela Gomez-Curet, Stephen Cole, Charlie Johnson.



MAIL HANDLERS

ACROSS THE COUNTRY



LOCAL 318

Local 318 hosted an NPMHU Advocacy Workshop in Orlando, FL on February 7-10, 2023. Several NPMHU Locals were in attendance. The workshop was led by a panel of six current and former advocates in NPMHU. Leading the way was Eastern Regional VP and Local 308 President John Gibson, Southern Region VP Lawrence Sapp, Local 318 President Nick Mosezar, Local 318 Advocate/ Orlando P&DC Steward Ed White, Retired Local 318 VP Ira Edelstein and Retired Local 318 Advocate/ Miami P&DC/ ISC Steward James Hodges

The workshop consisted of thorough and detailed training in all aspects of preparing and presenting a grievance in the arbitration arena. The attendees provided the opportunity with conducting two mock arbitrations for both contract and discipline grievances. Attending the training was: Local 313 — Maurice Torres/ Juan Morales/ Jese Carrion; Local 317 — Robert Richmond/ Dann Davis/ Maria Boucher/ T.K. Harris; Local 318 — Rick King/ Ron Nordyke/ Janice Spencer/ Chris Strang/ Joyce Weber/ Wayne Campbell/ Lynden Clarke/ Ken Czwojdak/ Shauna Jones/ ShanDeLisa Kenerson; Local 329 — John (J.R.) Macon/ Kenny Swopes/ Woody Douglas/ Sam Hudson/ Wesley Moss/ Ray Williams/ Julisa Bland/ James Dempsey/ Curtis Miller; Local 311 — Charles Charleston



LOCAL 302

Local 302 held their Installation of Officers Ceremony. The newly elected officers were sworn in by National President Paul Hogrogian with National Secretary-Treasurer Michael Hora and Vice President Western Region Don Sneesby on hand for the ceremony. Pictured: Back Row (on curb) Vice President Western Region Don Sneesby, National Secretary-Treasurer Michael Hora, Oakland Branch President Paula Ward, Fresno Branch President David Santos, Treasurer Shawn Dalton, North Bay Branch President James Williams, NDC Branch President Chrystal Wilson. Front row (street) CA SEBM Fernando Matta, San Jose Branch President Esteban Sanchez, 302 Recording Secretary and San Fran Branch President Ruben Martin Jr., 302 Local President Tony Coleman, 302 Vice President and Sacramento Branch President Steve Gutierrez





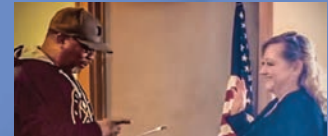
LOCAL 327

With National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Vice President Western Region Don Sneesby on hand Local 327 President Steve Buksch and the Executive Board were sworn in. Pictured (l-r) Vice President Western Region Don Sneesby, Local 327 Vice President Jason Baum, Local 327 Treasurer Derek Mullenberg, Local 327 President Steve Buksch, National President Paul Hogrogian, SEBM (MT) David Severeid, Local 327 Recording Secretary Misty Mullenberg and National Secretary-Treasurer Michael Hora



LOCAL 304

Local 304 recently held their Installation of Officers ceremony. On hand for the event was National President Paul Hogrogian and Vice President Eastern Region John Gibson. Pictured (back row l-r): Local 304 Treasurer Gloria Ward, SEBM (KY) A.J. Bensing, Local 304 Vice President Gregory Hill, Local 304 President William "Bip" McLemore III, SEBM (IN) Maria Campoli-Nolan, Local 304 Recording Secretary Darvis G. Wanton SR., SEBM (OH) Charles Johnson Jr. (Front Row l-r) Vice President Eastern Region John Gibson, National President Paul Hogrogian



LOCAL 321

At the Grand Junction Mail Handlers Membership's Meeting Sister Eva Olson took the oath of office as Branch President for Grand Junction MPF. Local 321 President Tony Wilson was on hand to deliver the Oath of Office.



LOCAL 301

Branch 18, Providence RI Sisters Tina Romani and Lori Teper assembled a "Memorial Christmas Tree" honoring departed Local 301 Mail Handlers. "Mourn For The Dead, Fight Like Hell For The Living"

MAIL HANDLERS

ACROSS THE COUNTRY



LOCAL 306

Central Region Vice President June Harris has been busy; from working with the Women's Committee to attending various Local functions in her region. On top of her busy schedule Vice President Harris held the Locals Installation of officers to swear in the newly elected officers. Pictured (l-r standing) Local 306 Vice President Gregory Newsome, Branch President South Suburban P&DC Robert Howze, SEBM (IL) Manuel Lazu, Branch President Springfield, IL Jeff Bridges, Branch President Peoria P&DC Steven Barber, Branch President Champaign P&DC Justin Mackiewicz, National President Paul Hogrogian, Branch President Milwaukee Christopher Echols, National Secretary-Treasurer Michael Hora, Branch President J.T. Weeker ISC/CIMSC Kyle Johnson, Former Central Region Vice President and Local 306 President Hardy Williams, SEBM (WI) Max Rehbein, Branch President Fox Valley P&DC Mark Blough, and Branch President Chicago Metro Surface HUB/BUSSE Jovan Gorrell. Sitting (l-r) Branch President Carol Stream, IL P&DC Sheila Spaulding, Local 306 Treasurer Tanisha Ruth, Central Region Vice President and Local 306 President June Harris, Branch President Palatine P&DC Manuella Morris, Branch President Chicago NDC Tiffany Byers and Local 306 Recording Secretary Kitwana Stewart.

LOCAL 328

Local 328 held their Installation of Officers for newly elected officers. Pictured (l-r) National President Paul Hogrogian, Local 328 Recording Secretary Scott Green, Local 328 President Todd Larson, Local 328 Vice President and Branch President Sioux Falls Dave Reed, Local 328 Treasurer Chelsie Wilking and National Secretary-Treasurer Michael Hora.



LOCAL 301

Several National Executive Board members, National Staff and National President Emeritus Hegarty were on hand for the Local 301 Installation of Officers. Back row (l-r) Branch President, Manchester Scott Curtis, Branch President Boston Tim Sullivan, Branch President Springfield Teresa Florentino, SEBM (NH) Tom Dunn, Branch President Nashua Michael Normandin, SEBM (ME) and Branch President Portland Scott Surette, Branch President Bangor Jeff Anderson, Local 301 Treasurer Shawn Holt, Branch President WRJ (VT) Scott Lasell, Branch President Hartford Todd Bjunes, SEBM (CT) Joe Robinson, Vice President Northeast Region Dave Wilkin. Front Row: (l-r) Assistant to the National Officers Neil Ryan, Local 301 Vice President Sean Sweeney, Local 301 President Dan St. Marie, National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, National President Emeritus John Hegarty, Branch President Providence Michael Bisono, SEBM (MA) Branch President Brockton John Besette, Local 301 Recording Secretary and Branch President North Reading Phill Alvarado, SEBM (RI) Brian Carl.



LOCAL 333

Local 333 recently held their installation of officer's ceremony. National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Vice President Central Region June Harris were all on hand to usher in the newly elected officers. Pictured (l-r) Local 333 Recording Secretary Michael Cornwell, SEBM and Branch President Waterloo Bernal Gutierrez, Local 333 Vice President Brent Wooley, National President Paul Hogrogian, Local 333 President Monica Marshall Branch President Des Moines P&DC Maison Medina, Local 333 Treasurer and Branch President Des Moines NDC Eric Cory, Vice President Central Region June Harris, and National Secretary-Treasurer Michael Hora.

LOCAL 299

Local 299 held its Installation of Officers Ceremony recently. Vice President Western Region Don Sneesby was on hand to swear in the newly elected officers. Pictured (l-r) SEBM Jezreel Manera, Local 299 Recording Secretary Julie Ancheta, Local 299 Treasurer Davey Okamoto, Local 299 Vice President and Branch President Honolulu Tanya Archangel, Local 299 President Deanna (Keala) Parker and Vice President Western Region Don Sneesby.



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