

THE MAIL HANDLER

FALL 2023

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION



HAPPY
holidays

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REPORT

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CONTRACT
ADMINISTRATION
REPORT

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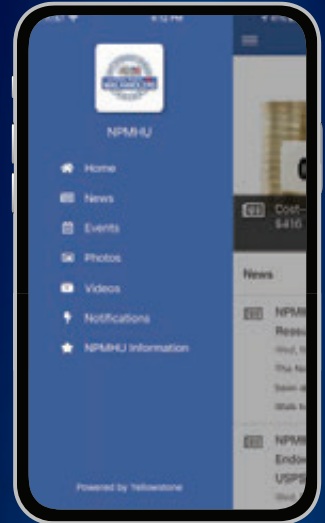
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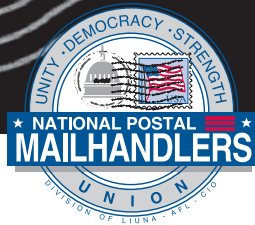


We are pleased to provide this communication tool to all Mail Handlers. You can access the latest news, updates, events, and information of organizational importance.

THE APP'S FEATURES INCLUDE:

- + Current NPMHU news with periodic push notifications of importance
- + Legislative and Political NPMHU Action Center
- + Quadrennial Convention Information
- + NPMHU Women's Committee
- + Current Wage Charts





THE MAIL HANDLER

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ON THE COVER:
Happy Holidays

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

SUBCONTRACTING WORK RETURNED TO THE MAIL HANDLER CRAFT

Paul V. Hogrogian, National President



The National Agreement includes a Memorandum of Understanding (MOU) on Article 32 Subcontracting. It states in part: “Under the 2022 National Agreement, the parties commit to re-establishing their Subcontracting Committee and continuing their discussions about the possibility of returning mail handler work from Surface Transportation Centers (STC), Mail Transport Equipment Service Centers (MTEC) and the bed-loading project. The committee will consider all relevant factors when discussing the issue outlined above, to include cost, operational efficiency, availability of equipment and qualification of employees. “In addition, any MHA employees utilized as referenced in paragraph 1 will not count against existing non-career caps.”

Based on this MOU, the parties at the National level have been engaged in ongoing discussions on all of these subjects.

The bedloading project was started by the Postal Service in 2010 as a pilot program to test consolidation/deconsolidation concepts in an effort to achieve improved trailer load utilization – that is, to provide a means of decreasing the number of half empty long-haul trucks. Under the concept of consolidation and deconsolidation, containerized mail is loaded at an originating facility into two or more trucks and dispatched from that postal facility to a “consolidation” facility where the mail is bedloaded or the containers are consolidated into a single truck for the long-haul trip. Once this consolidated long-haul truck arrived

near its postal destination, it was taken to a “deconsolidation” facility where the mail was re-containerized and loaded into two or more shuttles or short-hauls for transporting to the destinating postal facility. These facilities were known as Consolidation Deconsolidation Facilities (CDFs). The originating and destinating facilities that are referred to in this project are Network Distribution Centers (NDCs), so all CDFs were in close proximity to an NDC. The pilot program became a national initiative soon after its inception, which expanded it to all NDCs with the exception of the Southern MD and St Louis NDCs.

In 2018, through the work of the Subcontracting Committee, the National parties reached agreement on returning all the consolidation and deconsolidation work back into the NDCs.

The NPMHU has also been in discussions with the Postal Service to return some of the Surface Transfer Centers (STC) work which also has been subcontracted for several years. There are currently 13 Surface Transfer Centers throughout the country.

STCs are located in:

1. Dallas
2. Salt Lake City
3. Memphis
4. Indianapolis
5. Kansas City
6. Chicago
7. Seminole (Orlando)

8. Cap Metro (Washington, DC)
9. Atlanta
10. Springfield
11. Northern NJ
12. Northern California
13. Southern California

The National parties have reached their first agreement on insourcing or returning some of the surface transfer work to the Mail Handler craft starting with a six month pilot program in certain postal facilities. The first installations where the STC work will be returned are at the following:

- a. Salt Lake City
 - To Salt Lake City ASF
 - To Denver NDC
- b. Cap Metro
 - To Washington DC NDC (Southern Maryland)
 - To Greensboro NDC
- c. Atlanta
 - To Atlanta RPDC
- d. Northern California
 - To San Francisco NDC
- e. Indianapolis
 - To Indianapolis P&DC
 - To Cincinnati NDC
- f. Memphis.
 - To Memphis NDC

The Postal Service has since agreed to return the STC work from the Northern NJ, Springfield, and Southern California STCs. Discussions

are continuing concerning insourcing the STC work from the remaining 4 subcontracted facilities (Dallas, Kansas City, Seminole and Chicago).

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. THS involves how mail is tendered to and received from FedEx and commercial airlines. We have reached agreement to return the THS functions in Phoenix, Anchorage, Spokane, Richmond, Norfolk, Kansas City, Charlotte, Salt Lake City, Atlanta, Billings, Sacramento, and Cincinnati and are discussing bringing other THS sites back in-house, including, Boise, and Philadelphia.

The NPMHU remains hopeful that additional subcontracted work can be brought back into the Postal Service in the near future.

The Postal Service continues to aggressively roll out and implement its new, more comprehensive Network Redesign plan. The centerpiece of the Network Redesign project is the establishment of Regional Processing and Distribution Centers (RPDCs) in approximately 60 metropolitan areas throughout the country. These RPDCs would consolidate all originating letters, flats, and parcels and all destinating parcels from all mail processing facilities within a metropolitan area into one mega-processing center. Most, but not all, of the NDCs will be transformed into RPDCs. Most of the processing plants from which originating mail was taken would continue to process destinating letters and flats and would be renamed Local Processing Centers (LPCs). It is anticipated that there will be up to 180 LPCs will be functional over the next few years. Many LPCs will also serve as

transfer hubs which will facilitate and optimize mail flow from the RPDCs to the delivery units. Some LPCs may be co-located within an RPDC. The Postal Service has also reported that, when, as discussed above, the Surface Transfer Centers (STCs) and Terminal Handling Services (THS) are insourced, it is their intention that the work will be housed in the RPDCs. The Postal Service has been sharing some information on its Network Redesign plan but not nearly

Richmond, Atlanta, Chicago, and Charlotte. The NPMHU has negotiated a series of Memoranda of Understanding in these initial RPDC sites which protects the rights of all Mail Handlers with regard to the implementation of the RPDCs and ensured the conversion of hundreds of MHAs to Full-Time career status and the creation of hundreds of Mail Handler positions in these initial RPDCs.

It is anticipated that, in all likelihood,

The Postal Service continues to aggressively roll out and implement its new, more comprehensive Network Redesign plan.

enough. The plans are fluid and are constantly changing.

The USPS has slightly modified its list of initial RPDC sites. The Postal Service is in the active planning stages for these RPDCs (all subject to change):

1. Sandston (Richmond), VA
2. Chicago, IL (South)
3. Atlanta, GA
4. Charlotte, NC
5. North Houston, TX
6. Santa Clarita, CA
7. Indianapolis, IN
8. Portland, OR
9. Jacksonville, FL
10. Boise, ID
11. Oklahoma City, OK
12. Phoenix, AZ
13. Royal Palm, FL
14. Chicago, IL (North)
15. Nashville, TN\San Antonio, TX
16. Los Angeles, CA

The Postal Service intends to have the RPDCs operational to some extent during this coming Peak Season in

there will be extensive excessing of employees from LPCs to RPDCs. The NPMHU will vigorously work to ensure that all dislocation and inconvenience to all Mail Handlers are kept to an absolute minimum in accordance with the provisions of Article 12 of the National Agreement. 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.

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

2024 NPMHU NATIONAL CONVENTION “WE’RE ALL IN”

Kevin P. Tabarus, National Secretary-Treasurer



The 2024 NPMHU National Convention Delegates will meet, discuss, and vote on numerous issues that will determine the future of this great Union for the next four (4) years. The convention slogan “Betting On The Future, We’re All In” is extremely appropriate. The future for this Union looks great. We will prevail past the many challenges that we will all face in the future and come out on top.

The 2024 NPMHU Quadrennial National Convention convenes on Monday August 19, 2024 at 9AM at Ceasar’s Palace in Las Vegas, Nevada. This will be a five (5) day convention with the business session scheduled to conclude on Friday August 23, 2024 at 12PM.

As provided in Article XII, Section 1 of the National Constitution,

“...the location of the next Mail Handler National Convention shall be determined by the delegates at each National Convention.”

The 2020 NPMHU National Convention was delayed due to the COVID-19 Pandemic, however it became necessary for the elected 2020 convention delegates to conduct the site selection process for the 2024 NPMHU National Convention by mail referendum ballot.

After the balloting for the site location of the 2024 NPMHU National Convention was concluded in April of 2021, planning for the 2024 National Convention immediately began. A core convention preparation team was assembled and has begun

meeting to prepare the multitude of tasks that need to be addressed in advance of the National Convention.

A tentative convention agenda has been formulated. The National Convention will feature reports to the delegation from National Officers, Credentials Committee, Rules Committee, the Committee to Elect the Election Committee, the Mail Handlers Benefit Plan (MHBP), Constitution Committee, Legislative and Political Committee, and Resolution Committee. There will also be a Primary Election for National Officers. All Convention Committee reports and Elections shall be voted on by the delegates.

Delegates shall also hear from many featured guest speakers. In addition, there are several scheduled events for the delegates to attend.

NPMHU National Conventions are the only time when the NPMHU National Constitution and Uniform Local Union Constitution can be amended. The NPMHU Constitutions set forth rules and procedures to conduct administrative union business to govern the National Postal Mail Handlers Union on the National and Local Union level for the next four (4) years.

NPMHU National Conventions are the only time when the NPMHU National Constitution and Uniform Local Union Constitution can be amended.

As provided in Article XII, Section 10 of the National Constitution,

“...such amendments must be submitted in writing by Delegates, Local Unions or other subordinate bodies in good standing, or regular members in good standing to the National President no later than sixty (60) days prior to the opening of the National Convention. Such proposed amendments shall be referred by the National President to the Constitution Committee for consideration and recommendation to the National Convention.”

Amendments to the constitution must be submitted no later than June 20, 2024. Members have a right to participate and are encouraged to be active members.

Resolutions for the National Postal Mail Handlers Union must be submitted as provided in Article XII, Section 15 of the National Constitution,

“For proposed resolutions to be considered by a National Convention, such resolutions must be submitted in writing by Delegates, Local Unions or other subordinate bodies in good standing, or regular members in good standing to the National President no later than sixty (60) days prior to the opening of the National Convention.”

We are expecting over 300 delegates. Delegates will vote on committee reports and proposals. In addition, delegates will also vote on the candidate endorsement for President of the USA, and site selection for the 2028 NPMHU National Convention.

MEMBERSHIP

Our regular membership rate continues to be 85.9%. As of Pay Period 22 of 2023, we have 45,674 total members. This is good, but there is a lot of room for improvement to increase our membership. For Career Mail Handlers, the membership rate is good. For pre-career MHAs, their membership rate is much lower. In 1998, our membership peaked at 52,350 members. With our aggressive efforts to increase membership, we could surpass our 1998 membership number in a few years.

Local Union Officers, Stewards, and Members should aggressively welcome new MHAs into the Mail Handler craft. Remember, MHAs hired during the Peak Mailing season are NOT JUST SEASONAL HIRES, they are the future of our Union.

It is essential for the future of this great Union for Local Unions to be at each and every orientation. Greet these new pre-career MHAs and introduce them to the National Postal Mail Handlers Union. After the friendly introduction, sign them up for membership and to pay dues into the NPMHU. There are many tools and resources for signing up new members on the www.npmhu.org website.

We will be facing many struggles over the next few years with the Postmaster General’s “Delivering for America” Plan. The entire Mail Processing and Delivery network is being redesigned. Mail processing installations may be consolidated or closed. Some locations might gain more mail to process, while others will lose mail processing. Mail Handlers will be subjected to work schedule changes and in some instances excessing out of the installation. **The National Postal Mail Handlers Union will ensure that any and all inconvenience shall be kept to a minimum for our members.**

The Union is aggressively pursuing to gain jobs in delivery operations in the new Sorting & Delivery Centers (SDCs). These SDCs combine delivery operations from smaller installations (where no Mail Handlers are employed) into

large delivery operations all in one installation. New mail processing machinery will be deployed. All early indications are that most, if not all the jobs for the new machinery will be for the Mail Handler craft.

The Delivering for America Plan will take about 10 years. There will be a lot of bumps in the road as the plan is implemented. The National Postal Mail Handlers Union is prepared to meet these challenges so we can build a prosperous future for the Mail Handler craft.

Yours in Solidarity,



Kevin P. Tabarus
National Secretary-Treasurer

NPMHU MEMBERSHIP RECRUITMENT VIDEOS



English
(11 minutes)



Spanish subtitles
(11 minutes)

AVOID MULTIPLE DUES WITHHOLDING — TRANSFERS INTO THE MAIL HANDLER CRAFT

This subject has been discussed in the past but needs to be revisited. When a Union Officer, Steward, or Member signs up a new member into the NPMHU, these simple steps summarize the process for transfers from other crafts into the NPMHU, follow the steps below...

1. ASK!!!! “Were you in another Postal Union???”

Even if a new hire. Some ‘new hires’ were in the APWU/ NALC/NRLCA within the last 6 months. There ‘old dues’ will be restarted by HRSSC

2. Have them sign a NPMHU signup Form 1187

The steward needs to write on top of 1187 which Union they wish to stop dues for

3. Hold the 1187 and submit a request to NPMHU National Office to stop dues for losing Union

The National NPMHU will submit request to stop other union’s dues

4. Wait for other dues to stop, then submit 1187 to HRSSC asap

5. This will avoid double dues withholding.

The reciprocal agreement is processed by the National Secretary-Treasurer for both the losing and gaining Union. It cannot be done on the Local Union level.

NATIONAL OFFICERS

ACROSS THE COUNTRY



National Secretary-Treasurer Kevin Tabarus met with Speaker Emerita Congresswoman Nancy Pelosi (D-CA-11) and Candidate Thomas Suozzi (D-NY-03).



National Secretary-Treasurer Kevin Tabarus attended a meeting on Capitol Hill with Congressman Andrew Garbarino (R-NY-02).



National President Paul Hogrogian joined Local 310 President Lisa Greer, and members of Local 310 Executive Board to get a first-hand look at the newly installed Matrix Regional Sorter (MaRS) at the Palmetto Regional Processing & Distribution Center.



National President Paul Hogrogian meets with Minority Leader of the House of Representatives Congressman Hakeem Jeffries (D-NY-08)

The Union Plus Credit Counseling Program **WORKS FOR ME**



“MMI staff are very friendly. They are easy to work with. Because it’s a benefit through the union, when you call them, they are available. You do not have to track anybody down.”

—union member



See more at
unionplus.org





MHBP OPEN SEASON SEMINAR

Open to all fed



Kevin P. Tabarus, National Secretary Treasurer

On October 6–7, 2023, Mail Handlers gathered to learn about NPMHU's fantastic health insurance plan, MHBP, and how to educate potential members about the health plan. The two-day educational seminar took place in Orlando, Florida and was co-hosted by NPMHU and Aetna, in anticipation of Open Season Health Fairs in November and December 2023.

The Seminar began with opening remarks from National President Paul Hogrogian about MHBP, its value to those enrolled in it, and its value to each Local Union through Associate Membership in NPMHU. National

Secretary-Treasurer Kevin Tabarus echoed these sentiments and reminded attendees that Postal Service employees may utilize SF1187 to easily collect their Associate Members dues from their paycheck.

Mail Handlers learned important information about the changes to MHBP for 2024 for each of its three program options, Standard Option, Value Plan, and Consumer Option. Changes for 2024 include program enhancements like additional coverage for infertility services, liberalizing requirements for prescription medication refills, enhancing family building support in the maternity program, adding

the option to be enrolled in Silver Scripts for retirees, and, for those in the Standard Option and Value Plan, adding an innovative at home skincare cancer screening program.

The most exciting change for 2024 is no change at all; MHBP premiums have not increased for all three program options! Brad Corban of Aetna likened the shape of the zero in the zero premium increase to the shape of a doughnut. Who doesn't love doughnuts (and zero increases in MHBP's health insurance premiums)!

Attendees also learned about ongoing and future digital marketing campaigns for the plan, utilizing email, social



Nina Gallauresi, MHBP Executive Director

media and search engines to advertise to postal and federal employees.

Informative breakout sessions covered many detailed topics regarding plan features and benefits. Sessions focused on each of the three plan options, understanding that each plan offers in- and out- of network benefits, utilizes Aetna's nationwide provider network of almost 2 million providers, offers a 24 hour nurse line, and has amazing customer service available 24 hours a day, 7 days a week. A session detailed the Consumer Option, MHBP's high deductible health plan that utilizes a Health Savings Account (when applicable), so that members can keep their unused HSA amounts when they leave the plan. Another session covered MHBP's Dental and Vision supplemental benefits.

General sessions concluded with a review of the Partial Reimbursement Program. The Partial Reimbursement Program allows participating Local Unions to offset some of the costs of sending Local Union representatives to Open Season Health Fairs to educate potential members about MHBP.

Finally, the Open Season Seminar concluded by recognizing Local Unions who made significant contributions to their MHBP enrollment numbers through participating in Open Season Health Fairs, participating in Non-open Season New Hire Orientations, enrollment of Full Time Regular Mail Handler conversions, and additional support of the plan. Congratulations to the regional Local Union award winners and overall Local Union award winner!

POSTAL SERVICE HEALTH BENEFITS PROGRAM (PSHBP)

Beginning January 1, 2025, Postal Service Active Employees and Annuitants will receive their medical health benefits through the Postal Service Health Benefits Program (PSHBP), which is a separate subset of the Federal Employee Health Benefits Program (FEHB), although it will still be administered through Office of Personnel Management (OPM).

Why was the program created?

This change is made in accordance with the Postal Service Reform Act of 2022

(PSRA) and is designed to offset some of the rising costs of future healthcare paid by USPS and ultimately control rising premiums costs for USPS active employees and retirees. This cost offset will be accomplished through Medicare Integration for future retirees who will be required to enroll in Medicare (with a few important exceptions to the requirement). Currently, approximately 75% of Postal retirees have already enrolled in Medicare Part A and/or B. That leaves 25% of USPS retirees whose medical claims are paid primarily by USPS. When retirees enroll in Medicare, Medicare is the primary payor of medical claims, not the USPS. With some exceptions, all future USPS retirees will be required to enroll in Medicare Parts A and B. It is important to note that both the Postal Service and USPS employees have already paid into Medicare through FICA taxes.

Under the PSRA, there will be a Special Enrollment Period in 2024 for current retirees to late enroll in Medicare Part B without paying a late enrollment penalty. In this Special Enrollment Period, the Postal Service, rather than the enrollee, will pay the Late Enrollment Penalty if a retiree chooses to late enroll in Medicare.

Who is an exception to the requirement for future retirees to enroll in Medicare?

Exceptions to the requirement for future USPS retirees to enroll in Medicare Parts A and B when eligible include one or more of the following for the enrollee: if you are over age 64 as of 1/1/2025; if you retiree before 1/1/2025; if you are covered for medical services through Indian Health Services or Veterans Administration; or if you reside outside the US and its territories. OPM is developing guidelines for establishing evidence of the exceptions noted above.

AM I AN EXCEPTION TO THE PSHBP REQUIREMENT TO ENROLL IN MEDICARE PART A AND B FOR FUTURE RETIREES?

Am I age 64 or older on 1/1/2025?

Am I retired as of 1/1/2025?

Do I reside abroad?
(other than PR, Guam, Virgin Islands, American Samoa, No. Mariana Islands)

Am I covered by Indian Health Services or VA Services?

A YES to any of these means that you are an EXCEPTION to the PSHBP Medicare A&B requirement.

Brad Corban, Director
National Accounts Aetna



What are the requirements for dependents and covered family members?

Generally, dependents and covered family members follow the requirements of the enrollee. If an enrollee is required to enroll in Medicare to maintain their participation in PSHBP, then their dependents and covered family members are similarly required when they are eligible.

How will I learn more about this?

The postal Unions, including NPMHU, and USPS have been working together on educational materials. A basic Fact Sheet to give an overview of the program is currently available at [LiteBlue.usps.gov](https://www.usps.gov) (for

active employees) and KeepingPosted.org (for retirees). Further educational materials, including informative video training series about Medicare and its components, are being developed.

When do I need to do something?

The Special Enrollment Period is April 1 to October 30, 2024 for retirees who want to late enroll in Medicare Part B, without late penalty. Eligibility for the Special Enrollment period will be mailed to annuitants in early 2024.

In October 2024, compare the program health plans and premiums.

During Open Season 2024, November 11, 2024 – December 9, 2024, select a medical insurance plan in PSHBP.

In the meantime, please make sure the USPS and OPM have your current address, and, if you are an active

employee, make sure you are able to access LiteBlue.

Will MHBP be a health plan in PSHBP?

MHBP has applied to be part of the Postal Service Health Benefits Program. OPM has indicated that it will not release information about which insurers are in the PSHBP until Summer/Fall 2024, but MHBP is a plan designed by NPMHU for Mail Handlers and other postal employees and retirees, and we plan to be in the program! We intend to offer the same three Plan Options in the Postal Service Health Benefits Program that we have now: Standard Option, Value Plan and Consumer Option. MHBP is your Union-sponsored health plan and Mail Handlers can count on MHBP to support their health!



MHBP OPEN SEASON

Seminar Awards



LOCAL 300



LOCAL 332



LOCAL 301



LOCAL 323

Local 300

Local 300 Award for MHBP Outstanding Performance Northeastern Region, Union of the Year. (l-r) Schann Holladay, Brian Parran, Lucy Lombardo, Malik Sheppard, M. Yvette Johnson, Ray Bermudez, Tommy Russo and Emily Williams.

Local 332

Local 332 Award for MHBP Outstanding Performance Western Region, Union of the Year. (l-r) Brian Parran, Schann Holladay, Edvina Tesch and Emily Williams.

Local 301

Local 301 Award for MHBP Outstanding Performance Northeast Region, Union of the Year. (l-r) Phil Alvarado, Regina Stewart, Shawn Holt, Lori Teper and John Besette.

Local 323

Local 323 Award for MHBP Outstanding Performance Central Region, Union of the Year. (l-r) Schann Holladay, Brian Parran, Michael Alvarez, Brian Blatchford, Kathleen Schultz, Jeff Larsen, Delicia Johnson, Dean Abate, and Emily Williams.

Local 322

Local 322 Award for MHBP Outstanding Performance Eastern Region Union of the Year. (l-r) Schann Holladay, Brian Parran, Deborah Stophel, Donna Truschel, Kelly Dickey, Linda DeHaven, and Emily Williams.

Local 311

Local 311 Award for MHBP Outstanding Performance Southern Region, Union of the Year. (l-r) Shirley Mackey, Vel Lewis, Charles Charleston, Roxie Olds Pride and Emily Williams.

Local 321

Local 321 Award for Outstanding Performance National Union of the Year. (l-r) Brian Parran, Eva Olson, Samuel T. Koduah, Tony Wilson, Richard Lairscey, Emily Williams and Schann Holladay.



LOCAL 322



LOCAL 311



LOCAL 321

MAIL HANDLERS PUSH TO PROTECT EARNED BENEFITS

Katie Maddocks, Legislative and Political Director



In my first article of 2023, I noted the unprecedented fifteen rounds of voting to elect Kevin McCarthy (R-CA-20) as Speaker of the House. What happened in October on the floor of the House of Representatives was even stranger. House Republicans voted to oust Speaker McCarthy and the position was vacant for over fifteen days. During these fifteen days, no votes could take place – creating a log jam of legislation. Between October 17th and the 25th, there were a slew of Members of Congress bidding for the position, failed votes, and several jabs made at the expense of the situation, before Mike Johnson (R-LA-04) was voted into the position. At the time, he was not a household name. Currently in his fourth term within the U.S. House of Representatives, he previously served as the Chair of the House Republican Study Committee, which often examines how House Republicans can reduce spending and limit the role of the federal government.

Speaker Johnson's first task in his new position was to broker a deal that would keep the federal government open past the previously agreed to deadline of November 17. Back and forth conversations included reductions to federal agencies, cuts to entitlement programs, funding for aid to Ukraine and Israel. What resulted is being called a tiered CR. First: a CR is a continuous resolution which allows for spending levels to remain stagnant. The tiered part of it applies to the fact that funding for some federal agencies ends in January, while others' funding will end in February.

This will mean that Americans will see a fight over federal spending levels four times within six months.

One issue that has already surfaced in connection with this fight over federal spending is the potential creation of a fiscal commission to examine federal spending and how to reduce it. The bipartisan Problem Solvers Caucus earlier this fall called for a fiscal commission, and Reps. Bill Huizenga (R-MI-04) and Scott Peters (D-CA-50) introduced the Fiscal Commission Act of 2023, H.R. 5779. This bipartisan legislation proposes looking at how entitlement programs can be reduced as a means to save money. The intention of the legislation is to examine the nation's debt and provide thought out recommendations to reduce federal spending.

Furthermore, the House Budget Committee held a hearing in October on the need for a fiscal commission. In his opening statement, Committee Chairman Jodey Arrington (R-TX-19) commented, "It would be a folly of epic, mind-numbing proportions to ignore our deteriorating fiscal state – this Sword of Damocles hanging over us, poised to trigger a sovereign debt crisis that would jeopardize not only our economy, but our national security, America's leadership in the world, and our very way of life."

During the hearing, former Senator Kent Conrad, who previously served as the Chair of the Senate Budget Committee, testified and invoked past fiscal commissions including the Department of Defense (DOD) Base Realignment and Closure (BRAC)

process in the late 1990s and the Simpson-Bowles Commission from 2010. Though Senator Conrad commented on the savings generated by the BRAC process, it is important to note that the last round of BRACs in 2005 projected savings of \$35 billion over 20 years, but only yielded \$10 billion. Additionally, BRACs often impact local economies as the loss of jobs on military bases negatively affects private businesses in the area. The Simpson-Bowles Commission under the Obama Administration had high aspirations to cut spending, but the only results were a three-year pay freeze for our brothers and sisters under the General Schedule pay system, and increased employee contributions of 3.1% to retirement benefits for postal and federal employees hired after 2013, and a 4.4% increase for those hired after 2014. The NPMHU consistently argues the source of the national deficit is not due to dedicated postal employees' earned benefits, and they should not be targeted as the solution.

It's not all doom and gloom on Capital Hill. Through our advocacy, the NPMHU has seen the reintroduction of legislation that many of you have been asking about, the Federal Retirement Fairness Act, H.R. 5995. The legislation, as introduced by Reps. Derek Kilmer (D-WA-06) and Don Bacon (R-NE-02), addresses inequity within the Employee Retirement System.

As many Mail Handlers know, those in the postal workforce who started their careers after January 1989 as temporary employees are unable to make contributions to their Federal



Legislative and Political Director Katie Maddocks joined members from Local 307 to walk the picket line with striking United Auto Workers. Pictured in red NPMHU shirts along with UAW members are (l-r) Legislative and Political Director Katie Maddocks, Local 307 Recording Secretary Ursula Patterson and Local 307 Member Derek Douglass.

Employee Retirement System (FERS) benefits until they became full-time, career employees. Often, these dedicated men and women find as they approach retirement, that their time as a non-career employee does not apply toward their retirement and they are forced to choose between either working longer in their careers than they expected, or retiring early without their full, expected benefits.

The legislation would allow those who started their careers in the federal and postal workforces as temporary employees to make additional contributions to their retirement in order to retire on time with the benefits they would have if they had started out as full time, career employees. The bill is already garnering strong support on both sides of the aisle.

The Senate has been productive with ushering through nominees to the Postal Regulatory Commission (PRC). The Senate unanimously approved of Thomas Day to the PRC. Commissioner

Day previously served as Senior Vice President of Government Relations and Chief Sustainability Officer with the United States Postal Service. Robert Taub, who was in his third term and previously served as Commission Chairman, was reappointed unanimously by the Senate. Before serving on the PRC, Commissioner Taub worked for Representative John McHugh as chief of staff while the Congressman served on the house Oversight and Reform Committee where he worked on service issues. Additionally, he worked for the U.S. Government Accountability Office which provides oversight to Congress. The Mail Handlers Union looks forward to our continued work with Commissioner Taub.

The NPMHU needs to ensure our friends and champions remain on Capitol Hill so they can continue to advocate for our issues; vote for nominees who will help us; and fight against bad policy ideas. We do this through our political arm, the NPMHU Political

Action Committee (PAC). NPMHU PAC allows us to make financial contributions to federal candidates in a political climate that continues to grow more and more expensive. And as we are about to go into a presidential election year, NPMHU PAC expects the costs of elections to be greater than the last time we voted for a president. In 2020, spending on congressional elections came out to about \$7.25 billion, and in 2022, spending was almost \$9 billion. Over the past five years, NPMHU PAC has steadily been growing — a sign that participants understand the value of political action. Mail Handlers can make a one-time contribution to the PAC with a check, money order, or credit card, or periodically throughout the year with giving through payroll deductions. If you have any questions about how to give to the PAC, or which candidates we give to, please feel free to contact me. Politics is not a spectator sport, and I'm happy to get you more involved.

2023 PAC

INCENTIVE AWARDS



2023 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 19 and 20 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.# _____ CVV# _____

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.

CYBERCRIME: PROTECTING OURSELVES AND OUR FAMILIES ONE CLICK AT A TIME



BY NOAH GIEBEL, NPMHU NATIONAL OFFICE IT MANAGER

The World Wide Web (internet) is a big place and it's growing every minute. And in a world that is becoming increasingly connected through devices such as phones, tablets, and internet connected devices families are exposed to more threats than ever before. A Boston Consulting Group study found that "as many as 98% of

children from ages 8–17 are on the internet, and remarkably, nearly three out of four respondents said they had experienced at least one cyber threat".

While using the internet can be a great source of information readily available at the tip of your fingers, it is also a very public information expressway. Knowing how to protect

yourself and your family from digital threats is more important now than it ever has been.

NPMHU would like to help you to navigate the world of online threats, so we have put together several tips and tricks (do's and don'ts) as part of a yearly article to help you be better prepared against on-line threats.

EMAIL AND WEB SECURITY —

DO'S & DON'T'S

DON'T

- Initiate a payment, purchase, money transfer, or any other financial transaction until you've confirmed the payee and related details by phone or in person.
- Click links in emails unless you trust the sender, you've reviewed the link, and you're absolutely sure you know where it goes.

DO

- Use different email accounts for business, personal and social media.
- Be wary of permuted or spoofed sender addresses (e.g., @nnicrosoft.com instead of @microsoft.com)
- Be wary of request for urgent action (e.g., "your account will be closed," "your account has been compromised," "limited time offer", or "urgent action required"). These types of requests are almost always SPAM/PHISHING.

PHYSICAL SECURITY —

DO'S AND DON'T'S

DON'T

- Leave your laptop, cell phone visible in your car or in public.

- Expose passwords in public places such as public transportation.
- Give your devices to strangers.
- Use public Wi-Fi for doing banking or password protected work.
- Leave passwords visible for others to see.
- Leave your home computer or tablet unlocked while unattended.

DO

- Lock home computer when unused by pressing windows + L.
- Set a password for your devices and when available use biometrics for added protection.
- Question everything
- Ensure you have your home network protected by a password.

PASSWORD SECURITY

- Make your passwords as long as possible (use a phrase)
- Don't make passwords about you (e.g., don't include your name, DOB, or address)
- Change passwords periodically.
- Use different passwords for different Apps, websites, and devices.
- Enable Multifactor Authentication when applicable.
- **Never share your passwords with anybody**

MAIL PROCESSING FACILITY REVIEW (MPFR) / OUTSIDE EMPLOYMENT

Teresa Harmon, Manager, CAD



In my last article, I discussed how the Postal Service is currently in the process of modernizing its network by creating Regional Processing and Distribution Centers (RPDCs) that will be supported by Local Processing Centers (LPCs), and Sorting and Delivery Centers (S&DCs) consistent with the Postmaster General's 10-year plan, Delivering for America.

As a short recap of that article, RPDCs will be comprised of individual processing and distribution centers that are consolidated into one central mega location. In the next few years, there are plans to create approximately 60 of these RPDCs. These large facilities will process all package volume as well as all originating mail volume for a region. Each of the RPDCs will also serve as a control point for its region, managing the flow of mail in its jurisdiction. This control point is being called a "node" by the Postal Service. Mail will travel in a direct flow from origin to destination point from one RPDC (node) to another (node) by mostly ground transportation.

The RPDCs are being created in either newly constructed or current large facilities that are being modernized. The RPDCs will have common operational designs, engineering layouts, types of machinery, etc. They will also utilize the fastest and most advanced automated package sorters that are available, such as the MaRS and the HOPs machines.

The RPDCs are being created in either newly constructed or current large facilities that are being modernized.

Each of the approximate 60 RPDCs will be supported by several LPCs. The LPCs will be used to process destination letters and flats and will transfer mail and package volume to the region's delivery operations. These LDCs will be comprised of the current P&DCs in the area of the RPDC.

In the last several months, we have received notifications from the Postal Service of their intent to conduct Mail

Processing Facility Review (MPFR) studies in twenty four facilities. The MPFR study was formerly known as an Area Mail Processing (AMP) review. This is the process that the Postal Service uses to determine if a facility should be consolidated, reconfigured or continue status quo. We will continue to see this process take place in many facilities in the next few years as the mail processing network is being modernized under the Delivering for America plan. This is what will allow the Postal Service to designate what mail will be worked at the new RDRCs and which will be worked in the new LPCs which support them. In this edition's article, I want to discuss this process and what is involved with it since many of your facilities will go through these reviews.

In accordance with Handbook PO-408, Mail Processing Facility Review, a MPFR determines the feasibility of changing mail processing operations to improve the operational efficiency and/or service by making better use of equipment, facilities, work hours and transportation. A MPFR is the consolidation of all originating and/or destinating distribution operations from one or more Post Offices/facilities into other automated processing facilities for the purpose of making those improvements in efficiency and/or service.

The identification of what facilities are candidates for potential consolidations is done by Postal Headquarters, under the Vice President of Processing and Maintenance Operations. It is also Postal Headquarters who prepares the MPFR analysis and gathers the supporting documentation. Region and District management may provide input if needed.

Prior to starting the actual study, the Postal Service gives an informational notice of its intent to conduct a MPFR in the specific facility. This notification is given to the unions, employees, elected officials. In addition, a press release via the news media is issued to the public. The date of the notice represents the starting date for the MPFR analysis. The notifications on the ones that have been conducted thus far also included why the MPFR was specifically being conducted. As an example of this, we received an informational notification on July 12th, stating that a MPFR feasibility study was to be conducted in Augusta, GA to determine whether efficiency and/or service could be improved by consolidating mail

processing operations into other mail processing facilities, specifically Augusta P&DC into the Atlanta RPDC.

In addition to these notifications, once a MPFR has been initiated, it is also posted on <https://about.usps.com/what/strategic-plans/mpfr/welcome.htm>. This link currently shows every facility that has had a MPFR initiated so far under the Delivering for America plan. It shows the facility's current status with the MPFR review along with all public documents associated with it. These include the Notice of Intent, Notice of Public Hearing, Initial Findings, Public Comment Summary and Final Redacted MPFR.

While doing the review, some of the considerations that are used for the MPFR analysis include projected savings, service issues and their impact on the community, transportation and logistic networks, capacity within the processing plant,

President of Processing and Maintenance Operations for his/her evaluation of whether it is to be approved or disapproved.

Upon final decision, notification is sent to the Unions, employees, elected officials and news media of what that decision is. If approved, management will begin the transition period for implementation of the approved consolidation. This transition period timeframe is normally a six-month period or less. If any reassignments and/or excessing are to occur, they will be done in accordance with Article 12 of the National Agreement.

OUTSIDE EMPLOYMENT

I also wanted to briefly cover rules for outside employment when working for the U.S. Postal Service. Recently a federal ethics document for USPS employees *Supplemental Standards of Ethical Conduct for Employees of the United States Postal*

If the initial results of the MPFR support a business case for a change in postal operations, within 45 days of that analysis, a public input meeting must occur. A notification is again given to the unions, employees, elected officials and news media informing them of those results along with giving notification of the public meeting to explain the proposed changes.

the amount of capacity that is necessary, adjustments to employee complement and equipment usage.

If the initial results of the MPFR support a business case for a change in postal operations, within 45 days of that analysis, a public input meeting must occur. A notification is again given to the unions, employees, elected officials and news media informing them of those results along with giving notification of the public meeting to explain the proposed changes. This meeting can occur in-person or virtually. Notification of the meeting must be given at least 15 days prior to when it is scheduled, and the initial findings of the MPFR study are posted on the usps.com website at least a week prior to the public input meeting. Prior to any final decision being made on the proposed changes, the comments from employees and the public are considered as part of the review. Those comments can be made orally at the meeting or can be submitted electronically up to 15 days after the meeting occurs.

After that meeting and within 60 days of the original notification of intent to conduct the MPFR, the completed MPFR analysis, along with the supporting documentation as well as the public comments is sent to the Regional Vice President for his/her evaluation. If approved by the Regional Vice President, this complete analysis package is sent to the Vice

Service was revised. This document addresses outside employment and business activities. We get asked this question often "Can I work here while working for the Postal Service?"

Some rules have not changed. Some of the activities that current employees may not do are:

- Engage in any employment with UPS, FedEx, Amazon and DHL in any capacity;
- Engage in any sales activities, charitable fundraising or for-profit business activities while on duty, in uniform or at postal facilities;
- Have an interest in any contract for carrying the mail. (Employees may not own a Highway Contract Route or HCR, but make ask for approval to work for an HCR contractor.)
- Consult on postal operations with any person who has competed or will compete for a USPS contract.

Additional information on Outside Employment can be found here: <https://www.federalregister.gov/documents/2023/08/08/2023-16811/supplemental-standards-of-ethical-conduct-for-employees-of-the-united-states-postal-service>



ARE YOU AN ACTIVE MEMBER?

BY DON SNEESBY, WESTERN REGION VICE PRESIDENT,
LOCAL 316 PRESIDENT



ARE YOU AN ACTIVE MEMBER? Could you do more to make the union even better? The union is not made up of just officers and stewards. These individuals, though crucial to our cause, make up just a few percent of our membership. The most powerful part of our union is you.

Our members are our eyes and ears on the floor. They see when supervisors are doing craft work and when clerks are doing our jobs. Given DeJoy's 10-year plan and the changes it will bring, it is more important than ever that we do all that we can to protect our jobs. To do that we must be vigilant and have members working in concert with their union representatives and informing the union about cross craft violations and supervisors and managers doing our work.

The best way to fight cross-craft violations is to ask for time on-the-clock with your Union Steward. Taking time off the floor along with your Union Steward reinforces to management the costs of contract violations since they

will have to pay you both to discuss the violations on the clock.

To prepare for the meeting with your Steward, make thorough notes of WHO the non Mail Handler was that was doing our work, WHAT work of ours they were doing, and WHEN they were doing our jobs, starting from what time and until what time. Management will often lie or try to minimize the length or severity of the violation so try to be precise. Additionally, if there are other witnesses, encourage them to meet with the union as well. More statements make it harder for management to get away with being dishonest about cross craft violations.

In addition, on the political front, you can make our union stronger by joining the NPMHU PAC, by becoming informed about which politicians are supportive of our union and the Postal Service, by voting, going to rallies and demonstrations that may be organized by the union, and by contacting congress about issues important to us.

You can protect your coworkers by reporting safety violations and concerns

and by red-tagging defective equipment before another Mail Handler is injured.

In addition, you can let your union know when supervisors are being abusive to you or your coworkers. The Joint Statement on Violence in the Workplace requires that everyone, including supervisors and higher-level managers, treat their workers with dignity and respect. It states that there is no excuse for tolerance of harassment, intimidation, threats, or bullying by anyone and further that "those whose unacceptable behavior continues will be removed from their positions". This can be a long process but working with the union to report such unacceptable behavior may lead to these individuals being forced to act appropriately.

In each of these ways, you can make your union stronger and your workplace better by getting more involved. You may find that you enjoy this enough to want to work with your local leadership to try your hand at being a steward. For all of these reasons, I hope you will put the YOU in UNION and get more involved.

Celebrate savings

Celebrate the holidays with union member only discounts. Thousands of union families save money every day by taking advantage of exclusive benefits from **Union Plus**. Join them in accessing all kinds of discounts.



Exclusive discounts for union families



See more at
unionplus.org





SORE, SCRATCHY THROAT? SOOTHING PAIN FROM ILLNESS OR ALLERGY

Nina Gallauresi, Executive Director, MHBP

It's a familiar sensation as the days grow shorter and colder: a scratchy, painful feeling when you swallow, talk, or even just breathe. Sometimes, a sore throat is little more than a nuisance. But it can also be a sign of serious infection. So how do you know which is which? And what can you do to soothe a sore throat?

Many things can trigger a sore throat, explains Dr. Alison Han, an infectious disease expert at the NIH Clinical Center. "It can be an allergen. It can be an infection, like a virus or bacteria. Sometimes, it's even just dry air," she says.

So, when should you call your health care provider? That depends on how bad the sore throat is and what symptoms come with it, Han explains. "If it's a mild sore throat and a runny nose, some congestion, that's probably a typical cold," she says. But severe pain plus symptoms like a high fever and a loss of interest in eating or drinking may be serious.

How long a sore throat lasts also matters. "If it's been more than three days, then you might want to seek medical advice," Han says. "But at any time, it's always reasonable to call your doctor and get an opinion."

A very contagious bacterial infection called strep can cause a sore throat, high fever, and swollen glands. Children may also have nausea, vomiting, or stomach pain. Strep can cause other serious health problems. So it's important to see a doctor as soon as possible if you think someone in your household has strep.

If test results confirm strep, your doctor will prescribe antibiotics. Even if you feel better after a few days, it's important to finish the entire prescription. Most causes of a sore throat, though, don't need antibiotics. These include allergies as well as colds, flu, COVID-19, and RSV, which are all caused by viruses. Antibiotics only work against bacteria. Doctors can sometimes prescribe antiviral medication for certain viruses, like flu or COVID-19.

There is no treatment for the common cold, but over-the-counter products for symptom relief may help. For example, acetaminophen, ibuprofen, or aspirin (not for kids) can reduce pain. Mild allergies can be treated using over-the-counter antihistamines, decongestants, or nasal sprays. But you may need prescription medication or allergy shots for severe allergies.

A sore throat is a common symptom for the current variants of COVID-19. "If you have a sore throat and some other cold-like symptoms, it's reasonable to do a COVID-19 test," Han says. This can help you stop spreading the disease to others.

For most causes of a sore throat, time is the best healer. Lozenges, lollipops, or other hard candies can help soothe your throat. Experts now recommend that children under the age of 4 don't use any over-the-counter cold and cough medications.

For young kids who might choke on candy, cold liquids or popsicles can help numb the pain.

The best way to prevent a sore throat is to avoid the germs that

cause them. Wash your hands or use hand sanitizer often. Steer clear of other people who are sick. And stay up to date with the vaccines recommended for your age group, including flu, COVID-19, and RSV. "These shots can help protect ourselves and our loved ones," Han says.

SOOTHING A SORE THROAT

- Warm liquids can help. Try hot tea with lemon or gargling with warm salt water.
- Keep your throat moist with lozenges or hard candies. Do not give these to young kids.
- Ice chips or popsicles may help numb the pain.
- Painkillers like acetaminophen or ibuprofen can reduce throat pain. Read the label to make sure products are safe for children. Never give aspirin to kids.
- Keep the air in your bedroom moist with a clean humidifier or vaporizer.
- Avoid smoking or inhaling second-hand smoke. Smoke can irritate the throat.

RECOGNIZING RSV

RSV is usually more common in the fall, winter, and spring. Almost everyone catches RSV before the age of 2. It's one of the most common causes of illness in children. But unlike many other viruses that infect the lungs, you can catch RSV over and over again.

"RSV has a number of ways of evading the immune system," says Graham.

“So people are re-infected with RSV on average every three to 10 years.”

RSV infects the cells that line your lungs and breathing passages. Many symptoms mimic the common cold, like a runny nose, loss of appetite, and coughing or wheezing.

Symptoms usually stay mild in older children and adults. But some people are at risk of more serious disease. These include infants, older adults, and people with a weakened immune system.

Some people develop pneumonia or inflammation in the lungs from RSV. Watch for symptoms that get worse over time or trouble breathing or drinking fluids. People with these symptoms should see a health care provider right away. A blood test can show if you have RSV or another virus with similar symptoms.

For mild cases, over-the-counter fever or pain relievers may help reduce symptoms. But people with more serious cases may need treatment in a hospital.

RSV spreads easily between people. It can travel in droplets from a cough or sneeze. It can also stay on surfaces like doorknobs and tables. That means you can catch it if you touch an infected surface and then touch your face.

Most people who get mild RSV feel better in a week or two. But people can still spread it even after they stop showing symptoms.

STRENGTHEN YOUR IMMUNE SYSTEM — 5 TIPS TO STRENGTHEN YOUR IMMUNE SYSTEM

Don't smoke, and limit your alcohol.

Your immune system is like an orchestra with different instruments working together. But smoking and drinking alcohol can be harmful and makes your body work harder.

Eat a healthy diet.

Your immune cells need energy and nutrients to work like they should. Eating foods with good sources of iron, vitamins A, C, D and E, and zinc are important to helping you strengthen your body.

Manage your stress.

When we're stressed, our bodies make a hormone called cortisol. Too much of it in your body for too long can cause inflammation. And stress also lowers the number of white blood cells that help fight infections.



Get good quality sleep.

Our immune system makes proteins called antibodies that help fight infections. If you lose too much sleep, your body can't make proteins which can lead to heart issues.

Make activity part of your daily routine. Your body makes proteins that help fight infection during and after exercise. And staying active circulates more white blood cells. So exercising helps your body get ready to fight disease and infection when needed.

What about vaccines?

Getting a vaccine is like having a dress rehearsal. It helps teach our immune system what germs are and how to fight them effectively. If you get infected with the actual disease later, your immune system is ready to go to work. So, it's important to stay up to date with recommended vaccines. MHBP covers vaccines recommended by the CDC at no additional cost to you when administered in an in-network vaccine pharmacy. Learn more about recommended vaccines by age group at: [CDC.gov/Vaccines/VPD/VaccinesAge.html](https://www.cdc.gov/Vaccines/VPD/VaccinesAge.html)

WHAT TO DO WHEN ANTIBIOTICS WON'T HELP?

- Get plenty of rest, stay home if you're sick
- Cover coughs, wash your hands often
- Drink lots of fluids
- Use a humidifier or cool vaporizer for congestion
- Try saline nose drops to relieve stuffiness and lozenges for a sore throat
- Ask your doctor about over the counter medications for congestion and cough or pain relievers, especially before giving to children
- Get your annual flu shot, and Covid vaccines as recommended

ADDITIONAL MHBP RESOURCES TO ASSIST YOU

MHBP has extensive resources to assist you and your family to support your optimal health!

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.

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 (HDHP)

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. 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.

*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 (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2023 official Plan Brochures.

SORTING AND DELIVERY CENTERS

BY TOM RUTHER, NATIONAL CAD REPRESENTATIVE



Under the Delivering for America plan, the USPS announced the creation of several new facilities, the Regional Processing and Distribution Centers (RPDC), the Local Processing Center (LPC) and the Sorting and Delivery Center (S&DC). The S&DC are designed to consolidate the Carrier Routes with a 30-mile area into one super facility while keeping the small offices available to serve those communities with customer service operations. The first S&DC came online November of 2022 in Athens Georgia, where management consolidated 6 delivery units from the Athens area into the former Athens P&DC to house 119 carrier routes. Since then, the USPS has begun opening 21 S&DCs throughout the country, some assigning work to the Mail Handler craft, but unfortunately many did not. Sadly, many in the Service didn't understand that many of the duties in those buildings have been assigned to the MH craft through National Determinations and that therefore Mail Handlers should have work assigned to them in these carrier stations. These duties include spreading the mail to the carriers, transporting mail throughout the buildings, working presort mail, processing empty equipment and just recently duties on the SDUS and ADUS. The Clerk craft has been arguing that, since the work in these stations are considered function 4 assignments, they belong to their craft. This view is incorrect, and the NPMHU will continue to make sure we are assigned the work.

The NPMHU has fought since the first day the S&DCs were announced to guarantee that our craft is assigned the proper duties in these new or consolidated facilities, culminating with the recently signed MOU on staffing the S&DC. In this MOU, the NPMHU has agreed to allow management, where needed, to staff the S&DC with either MHAs or PTFs for the first 120 days while the parties meet to create or update a jurisdictional inventory for the particular facility. During this period, an LDRC may need to be created, if one doesn't already exist, and, following the RI-399 process, assign

the jurisdiction of duties. The NPMHU will need to remain vigilant and verify that the work that belongs to our craft is done by a Mail Handler and during the 120-day period make sure that bids are created so we can properly staff with career Mail Handlers. Over the next few years, the USPS plans to open hundreds of S&DCs creating thousands of Mail Handler positions. The NPMHU will continue to fight for each and every duty assignment that should be performed by our craft.

FILLING RESIDUALS IN FACILITIES WITHOUT MAIL HANDLERS ASSISTANTS

When a duty assignment is posted for bid and there is no successful bidder, it becomes a residual vacancy. Those duties are filled through an MOU "Filling of Residual Vacancies", commonly known as the vacancy MOU, and normally result in the conversion of an MHA or a transfer from eReassign. But what happens when an installation doesn't have an MHA when they have a residual vacancy is that the duty assignment is placed on eReassign for a period of 21 days in accordance with the Vacancy MOU. After a residual comes off eReassign with no interest expressed for the transfer opportunity, it will be placed on LiteBlue where eligible MHAs that are employed within the 50-mile radius will be able to select this position. The residual will be posted either the 1st or 15th of each month for a 10-day period. At the end of the 10-day period, the senior MHA within the 50-mile radius will be offered the position, and that MHA can either accept or reject the bid. If the senior MHA rejects the bid, it will then go to the next senior eligible MHA. If no MHAs select the position, the Postal Service will look to externally hire to fill it.

It is important that MHAs go to LiteBlue on the 1st and 15th of each month to view any residuals they may be eligible for. With the new S&DCs, we expect an increase in residuals to be posted in this system, which will give MHAs the opportunity to select it and be converted to a career employee.



TRADE WOMEN BUILD NATIONS CONFERENCE

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

In August of this year, our National Women's Committee became a part of the LIUNA's Women's Caucus. We are honored to have a voice in this group of women from various trade backgrounds and to share with them what Mail Handlers are about. I am excited to

learn from these Sisters the various ways to enhance our membership and also give them suggestions to do the same with our LIUNA sisters. I have had the privilege to take part in several Steering Committee Meetings to strategize about the upcoming "Trade Women Build Nations

Conference- TWBN". This conference will provide useful tools to all of the attendees, that will allow them to be successful trade Sisters and mentors to others. It will also demonstrate the important roles that women have in our Unions and crafts.

The 2023 TWBN Conference will be held in Washington, DC, December 1-3. The attendees will consist of women from all over the nation, who are an integral part of the trades that build our nation. Most of the jobs that they perform are mostly male dominated, but they are making significant strides and gains. It's awesome to hear the stories of their various advancements and to see how proud they are of their





achievements. And because of the consistency of my beautiful Sisters, they are able to open doors for a younger generation of Sisters, who will also be able to secure a great future and continue to grow our Unions.

The NPMHU will be sharing a short video presentation as to what we actually do. Many times, our craft is mistakenly called the Mailers Union, Mail Carriers Craft, or any other variation of our actual name. The Mail Handlers Women's Committee will be allowed to explain to our LIUNA Sisters what we do. They will know that we are the backbone of the United States Postal Service. We are the behind the scenes, hardworking, manual labor specialists of the USPS. We may not have the actual daily contact with our customers, but because of the Mail

Handler craft, the mail of the nation is moved throughout the system.

This WTBN Conference will have a larger Mail Handlers presence than ever before. Several of our Locals are allowing our Sisters to be guests this year and we can't wait to share pictures and stories about our fellowship with our hardworking trade Sisters. My sincere gratitude to our National President, Paul Hogrogian and my Brothers on the National Executive Board for their continued support of the Women's Committee. Thanks to the Local Presidents who are sending Sisters from their locals to represent our awesome Union.

Finally, the NPMHU Women's Committee members, send greetings for a very Merry Christmas and a Prosperous New Years to our NPMHU



Leaders, Representatives, Members, Families and Friends. We are anticipating great and new adventures in 2024. Let's Rock and Roll Together!!



IN THE TRENCHES

BY JOHN GIBSON, EASTERN REGION VICE PRESIDENT, LOCAL 308 PRESIDENT

The work of this Union, Sisters and Brothers, is never done. And you know all too well that those tasked with “managing” the mail processing operation are almost obligated to violate the contract and your rights on a daily, if not hourly basis. This is *our* work-floor reality, but know this, it does not go unchallenged. Throughout all 36 Local Unions, the National Contract Administration Department, and certainly those in National Leadership, there are scores of dedicated representatives all standing ready, willing, and more than capable to go to bat at a moment’s notice on the behalf of mail handlers whenever and wherever the employer steps across that contractual line. Locally, Regionally, and Nationally. It makes no difference, we are there. In this daily struggle we are all “in the trenches” when it comes to protecting our rights under the contract and, when necessary, the law. The management mopes we must regularly suffer are no match for the dedicated NPMHU Union representatives and members when we work together standing shoulder to shoulder. We are stronger together. Those taking the time to read these words

may have heard this rant from me once or twice before. I do not apologize. We can all do more to put those fully rotted management apples in their place. For those within the ranks of the employer who aim to do harm to mail handlers by violating their rights, through ignorance or just plain malice, must suffer the contractual consequences. In short, they can go *&%\$ themselves if they think their bullshit can continue. Partner with your elected and appointed Union representatives at all levels of the Union and notify those best positioned to handle whatever the issue might be at the lowest possible level.

In this space we would also like to take this opportunity to focus on those representatives on the operational front lines whose day rarely, and in some cases, never goes by without confronting some form of management malfeasance or bargaining agreement breach. The range of violations that occur many of you know very well, are almost incalculable and include abuses from assigning other crafts to our work thereby denying workhours and pay to mail handlers to issuing discipline without adhering to the just cause and due process requirements of

our National Agreements and everything in between. In my capacity as National Shop Steward Trainer I have had the good fortune to interact with scores of dedicated mail handler representatives from coast to coast on a wide variety of topics. I can tell you with few exceptions that the violations committed by the employer vary very little between San Francisco and New York. The same nonsense perpetrated against mail handlers in Texas also occurs in Florida. It’s almost as though those in management are all reading from the same bullshit script. For those who are not familiar with the process in which we challenge the regular and recurring misdeeds of those in management, it is through the filing of grievances in accordance with Article 15 of our National Agreement. This Agreement is between the USPS and the NPMHU and is binding on both parties. The grievance process involves an oral meeting at Step 1 between the harmed employee, or grievant, or a Union representative and a representative of the employer. If this meeting does not result in a resolution between the parties, the grievance is then appealed to Step 2 of the process and a generally more



experienced management representative, albeit marginally, meets and discusses the matter with the Union's Step 2 Designee. For far too long, the fine work of those scores of Union representatives challenging management at Step 1 and Step 2 has gone mostly unrecognized. As a sample of this unheralded work at the Step 1 and Step 2 levels of the grievance process across the Union, I submit a snapshot of those tireless labor leaders we are fortunate to have working for mail handlers in Local 308. During the months of August and September Local 308 Union representatives resolved over 300 grievances, coincidentally 155 contractual violations and 155 disciplinary actions ranging from Letters of Warning all the way up to Notices of Removal. Recurring contractual violations like cross craft assignments where the employer uses members of the clerk craft to perform our work, or in situations where managers perform mail handler work themselves, or when senior mail handlers are denied higher level detail opportunities are just a few examples. As you might imagine these issues, both contractual and disciplinary, can be quite complex at times as we

attempt to educate the employer on the requirements of the contract. Let that aspect of a Union Steward's job sink in for a moment and consider the obstacles Union representatives face when attempting to "educate" those in management. A walk in the park it is not. In any event, considering that the complexities of grievance filing alone can be daunting, imagine the challenges of settling those matters and getting the justice we deserve at the Step 1 or Step 2 level. The contract requires that the parties make every effort to resolve grievance disputes at the lowest possible level and getting it done at the early steps is no small task. Article 15 reads in part,

"The parties expect that good faith observance, by their respective representatives, of the principles and procedures set forth above will result in settlement or withdrawal of substantially all grievances initiated hereunder at the lowest possible step and recognize their obligation to achieve that end."

I am sure it would not be a surprise to many that most Step 1 and Step 2 management representatives are not entirely familiar with this section of

the contract. But despite their best efforts settlements are still achieved by the Union in a majority of cases.

This work by your day in and day out representatives, those neck-deep in the mire of the grievance process, is obviously immensely important and we take the time right here to thank those just getting the job done. During the two sample months discussed, the Local Union resolved contractual grievances at Step 1 and Step 2 that put more than \$33,000 back in the pockets of mail handlers whose rights have been violated and wages reduced. This is one Local in just one two-month stretch. Consider the work accomplished by the other 35 Local Unions in the same time frame and then think of the impact over an entire year. Then take it a little further and consider the potential impact if every time a mail handler's rights were violated by the employer and your Local Union was made aware of that violation. We can get there Brothers and Sisters and we urge each and every mail handler to let your Union representative know when you believe your contractual rights have been violated.

In Solidarity.
John

WAGE CHARTS EFFECTIVE NOVEMBER 18, 2023 (PP 25-2023)

Effective November 18, 2023 (PP 25-2023)

— For career Mail Handlers, the basic annual salary for each grade and step of Table One and Table Two shall be increased by an

amount equal to 1.3% of the basic annual salary for the grade and step in effect on September 20, 2022. This is the second of three scheduled general wage increases as

outlined in the 2022 National Agreement. MHAs will receive a 2.3% general increase effective November 18, 2023 (PP25-2023).

MAIL HANDLER WAGE RATES — EFFECTIVE NOVEMBER 18, 2023 (PP 25-2023)
Table 1 — Applicable to Career Appointments Prior to February 15, 2013

RSC M

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY
88	AA	\$49,702	\$1,912	\$23.90	\$35.85	\$24.95	88	AA	\$51,468	\$1,980	\$24.74	\$37.11	\$25.84
88	A	\$54,706	\$2,104	\$26.30	\$39.45	\$27.46	88	A	\$56,481	\$2,172	\$27.15	\$40.73	\$28.35
88	B	\$61,005	\$2,346	\$29.33	\$44.00	\$30.63	88	B	\$63,209	\$2,431	\$30.39	\$45.59	\$31.73
44	C	\$63,983	\$2,461	\$30.76	\$46.14	\$32.12	44	C	\$66,267	\$2,549	\$31.86	\$47.79	\$33.27
44	D	\$68,364	\$2,629	\$32.87	\$49.31	\$34.32	44	D	\$69,224	\$2,662	\$33.28	\$49.92	\$34.75
44	E	\$68,716	\$2,643	\$33.04	\$49.56	\$34.50	44	E	\$69,607	\$2,677	\$33.46	\$50.19	\$34.94
44	F	\$69,075	\$2,657	\$33.21	\$49.82	\$34.68	44	F	\$69,995	\$2,692	\$33.65	\$50.48	\$35.14
44	G	\$69,425	\$2,670	\$33.38	\$50.07	\$34.85	44	G	\$70,368	\$2,706	\$33.83	\$50.75	\$35.33
44	H	\$69,783	\$2,684	\$33.55	\$50.33	\$35.03	44	H	\$70,753	\$2,721	\$34.02	\$51.03	\$35.52
44	I	\$70,138	\$2,698	\$33.72	\$50.58	\$35.21	44	I	\$71,140	\$2,736	\$34.20	\$51.30	\$35.71
34	J	\$70,500	\$2,712	\$33.89	\$50.84	\$35.39	34	J	\$71,520	\$2,751	\$34.38	\$51.57	\$35.90
34	K	\$70,849	\$2,725	\$34.06	\$51.09	\$35.57	34	K	\$71,901	\$2,765	\$34.57	\$51.86	\$36.09
26	L	\$71,207	\$2,739	\$34.23	\$51.35	\$35.75	26	L	\$72,280	\$2,780	\$34.75	\$52.13	\$36.29
26	M	\$71,562	\$2,752	\$34.40	\$51.60	\$35.92	26	M	\$72,667	\$2,795	\$34.94	\$52.41	\$36.48
24	N	\$71,918	\$2,766	\$34.58	\$51.87	\$36.10	24	N	\$73,053	\$2,810	\$35.12	\$52.68	\$36.67
24	O	\$72,271	\$2,780	\$34.75	\$52.13	\$36.28	24	O	\$73,426	\$2,824	\$35.30	\$52.95	\$36.86
	P	\$72,628	\$2,793	\$34.92	\$52.38	\$36.46		P	\$73,810	\$2,839	\$35.49	\$53.24	\$37.05

MAIL HANDLER WAGE RATES — EFFECTIVE NOVEMBER 18, 2023 (PP 25-2023)
Table 2 — Applicable to Career Appointments on or after February 15, 2013

RSC M7

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY
48	AA	\$43,957	\$1,691	\$21.13	\$31.70	\$22.07	48	AA	\$45,577	\$1,753	\$21.91	\$32.87	\$22.88
48	A	\$45,788	\$1,761	\$22.01	\$33.02	\$22.99	48	A	\$47,385	\$1,823	\$22.78	\$34.17	\$23.79
48	B	\$47,174	\$1,814	\$22.68	\$34.02	\$23.68	48	B	\$48,728	\$1,874	\$23.43	\$35.15	\$24.46
48	C	\$48,990	\$1,884	\$23.55	\$35.33	\$24.59	48	C	\$50,517	\$1,943	\$24.29	\$36.44	\$25.36
48	D	\$50,812	\$1,954	\$24.43	\$36.65	\$25.51	48	D	\$52,312	\$2,012	\$25.15	\$37.73	\$26.26
48	E	\$52,629	\$2,024	\$25.30	\$37.95	\$26.42	48	E	\$54,102	\$2,081	\$26.01	\$39.02	\$27.16
48	F	\$54,450	\$2,094	\$26.18	\$39.27	\$27.33	48	F	\$55,895	\$2,150	\$26.87	\$40.31	\$28.06
48	G	\$56,266	\$2,164	\$27.05	\$40.58	\$28.25	48	G	\$57,684	\$2,219	\$27.73	\$41.60	\$28.96
48	H	\$58,083	\$2,234	\$27.92	\$41.88	\$29.16	48	H	\$59,477	\$2,288	\$28.59	\$42.89	\$29.86
48	I	\$59,901	\$2,304	\$28.80	\$43.20	\$30.07	48	I	\$61,267	\$2,356	\$29.46	\$44.19	\$30.76
48	J	\$61,717	\$2,374	\$29.67	\$44.51	\$30.98	48	J	\$63,060	\$2,425	\$30.32	\$45.48	\$31.66
48	K	\$63,537	\$2,444	\$30.55	\$45.83	\$31.90	48	K	\$64,852	\$2,494	\$31.18	\$46.77	\$32.56
48	L	\$65,357	\$2,514	\$31.42	\$47.13	\$32.81	48	L	\$66,644	\$2,563	\$32.04	\$48.06	\$33.46
48	M	\$67,173	\$2,584	\$32.29	\$48.44	\$33.72	48	M	\$68,436	\$2,632	\$32.90	\$49.35	\$34.36
48	N	\$68,991	\$2,654	\$33.17	\$49.76	\$34.63	48	N	\$70,229	\$2,701	\$33.76	\$50.64	\$35.26
48	O	\$70,814	\$2,724	\$34.05	\$51.08	\$35.55	48	O	\$72,020	\$2,770	\$34.63	\$51.95	\$36.15
	P	\$72,628	\$2,793	\$34.92	\$52.38	\$36.46		P	\$73,810	\$2,839	\$35.49	\$53.24	\$37.05

Full-Time Flexible Mail Handler Wage Rates — Effective November 18, 2023 (PP 25-2023)

GRADE 4						GRADE 5					
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	HOURLY	OVERTIME	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	HOURLY	OVERTIME
48	FTF	\$42,149	\$1,621	\$20.26	\$30.39	48	FTF	\$43,796	\$1,684	\$21.06	\$31.59

NOTE: Full-Time Flexible Mail Handler (FTF) will move to Pay Table 2, Step AA after 48 weeks (unless converted to FTR prior to 48 weeks).

RSC M4

Mail Handler Assistant (MHA) Hourly Wage Rates — Effective November 18, 2023 (PP25-2023)

MHA GRADE 4		MHA GRADE 5	
STEP A	STEP B	STEP A	STEP B
\$18.62	\$19.12	\$19.59	\$20.09

NOTE: This chart reflects the addition of Step B. NOTE: MHA will advance to Step B after 26 weeks.



CALLING ALL MAIL HANDLERS!!

The NPMHU Arthur S. Vallone application process is under way. NPMHU is now accepting applications for scholarships to be paid during the 2024-2025 years. We are calling on Mail Handlers & their families to take advantage of these funds available at **zero** expense just the short time needed to apply. Applications are available for download on the NPMHU website at www.npmhu.org.

Each NPMHU Region has been granted up to three scholarship awards in the amount of \$1,000

each, renewable by the recipient for up to four years or until the completion of the students undergraduate or trade school degree, whichever occurs first for a maximum of \$4,000 per recipient over four years.

As we continue to navigate through these tough times, we recognize that **ALL Mail Handlers** are providing an essential service. Whether you or a family member is heading to Community College, a traditional 4-year institution or trade school the National Postal Mail Handlers Union want you to know that we are here for

you and can offer some relief to help absorb the cost of higher education.

Also available to Mail Handlers and their families is the Union Plus Scholarship. The Union Plus Scholarship has awarded more than \$5.4 million to students of working families who want to begin or continue their post-secondary education. The application deadline for the Union Plus Scholarship is January 31, 2024. Information and application for the Union Plus Scholarship can be found at <https://www.unionplus.org/>

MAIL HANDLERS ACROSS THE COUNTRY

LOCAL 318



LOCAL 318 NEW STEWARDS TRAINING

On September 26–29, 2023, Local 318 conducted its New Stewards Training. The seminar consisted of 32 new Stewards covering 13 of the 16 Branch Offices in Florida. The four days covered many subjects including but not limited to learning the roll of a being a steward, as well as, filing grievances on both Contract and Discipline issues. The training taught the Stewards how to properly investigate and develop the grievance. During the training, the new 318 representatives processed their grievances through every step of the grievance process.

(A) The trainers were; Nick Mosezar (Local 318 President), Lynden Clarke (Local 318 Vice President/ Trainer), Joyce Weber (Local 318 Treasurer), Ron Nordyke (Local 318 Recording Secretary), Shauna Jones (Local 318 Executive Board Member) and Chris Strang (Local 318 State Advocate/ Ft. Myers Steward).

(B) Back row (L to R): Alfred Simmons (Tallahassee) J’ Quan Porter (Tallahassee) Lynden Clarke (318 VP) Eric Davis (Jax NDC) Jose “Joe” Aguliar (Tampa) Christian Curry (West Palm Beach) Timothy Noziglia (Orlando) Carlos Stennett (Orlando) Chris Strang (318 Advocate/ Trainer) Lenzo “Rick” Cauty (Tampa) Alfred Berrios (Ft. Myers) Juan Bell (Tallahassee) Johnny Johnson Jr. (NDC)

Middle Row (L to R): Ron Nordyke (318 RS/ Trainer) Ares Penalvert (Ft. Myers) Shauna Jones (318 Executive Member/ Trainer) Johnathan Hawthorne (Miami) Andrew Kent (Tampa) Athony Pope (Mid FL) Paul Braithwaite (Ybor City) Julia Campbell (Branch President Tampa/ Ybor) Triquavia McKinnon (Seminole) Andria Rosado (Ybor City) Latoria Strobridge (Seminole) Candice Wilson (Tampa) Michael Williams (Mid FL) Abdur Bey Jr. (Royal Palm) Trinette Ellis (Seminole) Nick Mosezar (318 President)

Front Row Sitting (L to R): Cheryl Moore (Manasota) Chastity Moultry (Tallahassee) Marilyn Cedano (Orlando) Wendy Lile (JAX NDC) Annette Paul (West Palm Beach) Maria Leonardo (Ft. Myers) Dalia Gonzales- Colon (Seminole)

Missing from photo: Joyce Weber (318 Treasurer/ Trainer) Joe Stanberry (Pensacola)



LOCAL 318 COUNCIL MEETING

Local 318 held their Council Meeting where A plethora of subjects were discussed during the three days of meetings including the State of the Postal Service, NPMHU, Local 318, our new National Agreement and the ongoing changes with of Postal Facilities changing to RPDCs, S&DCs, and LPCs

LOCAL 318 ADVOCACY TRAINING

Local 318 along with Local 311, 313,317 and 329 held an Advocacy Training. Leading the training with Local 318 President Nick Mosezar were National Trainer and Vice President Eastern Region John Gibson and National Trainer and Vice President Southern Region Lawrence Sapp.





A



B



C

LOCAL 301

Local 301 maintains a busy schedule; from fund raisers to opportunities to meet the Governor of Massachusetts.

(A) Branch 103, North Reading MA social function.

(B) Branch 237, Manchester NH social function.

(C) Representatives of Local 301 attend the Greater Boston Labor Day Breakfast. L-R: MA SEBM John Bessette, Local 301 Council Jocelyn Jones, Local VP Sean Sweeney, Governor of Massachusetts Maura Healey, Local Recording Secretary Phill Alvarado, Shop Steward Derek Bruce, Shop Steward Jason Demonico.

LOCAL 332

Local 332 held their installation of officer's ceremony. Local 332 President Edvina Tesch and her Executive Board hosted National President Paul Hogrogian and National Secretary Treasurer Kevin Tabarus and Vice President Western Region Don Sneesby. Pictured (l-r) Vice President Western Region Don Sneesby, Local 332 Treasurer Robert Greenwell, SL Branch President James Smith, Provo Branch President Paul Oblad, Local 332 Recording Secretary Matthew Stevens, Local 332 President Edvina Tesch, Local 332 SEBM Rebecca Adcox-Franklin, Local 332 Vice President Joe Chamberlin, National President Paul Hogrogian and National Secretary-Treasurer Kevin Tabarus.



LOCAL 308

Local 308 has been busy training its Local Officers and Stewards. Recently, National Trainer Vice President Eastern Region and Local 308 President John Gibson held a 3-day Defense versus Discipline training for multiple groups. Brother Gibson also held an Article-12 Training. These informative trainings continue to prove to be a valuable tool for Local 308 and its members.



MAIL HANDLERS

ACROSS THE COUNTRY

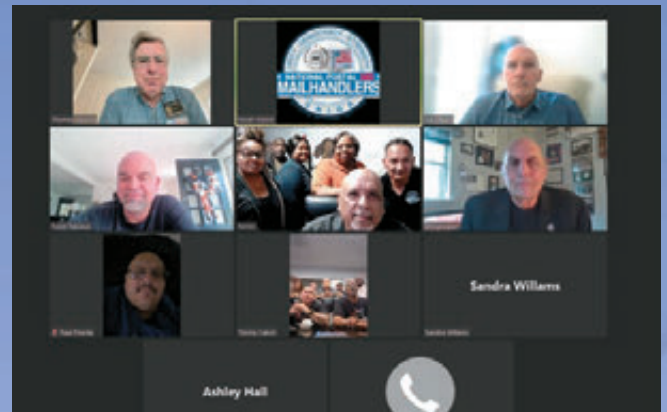


LOCAL 316

National President Paul Hogrogian was on hand to swear in the newly elected Officers of Local 316. Pictured (l-r) Tim Kovac, Local 316 Recording Secretary and Spokane Branch President, Shaun Bezella Seattle Branch President and Washington State Executive Board Member, Steven Kim Anchorage Branch President and Alaska State Board Member, Don Sneesby Western Region Vice President and Local 316 President, Gene Rezac Local 316 Vice President and NDC Branch President, Craig Hurley Tacoma Branch President, and Local 316 Treasurer Deborah Retter. Reading the Oath of Office is National President Paul Hogrogian.

LOCAL 312

Members of the National Executive Board were on hand to swear in the newly elected officers of Local 312. Pictured (l-r) Vice President Southern Region Lawrence Sapp, Local 312 Recording Secretary Lajeune Smith, Branch President Baton Rouge, LA Eric Hardnett, National Secretary-Treasurer Kevin Tabarus, Local 312 SEBM Stephen Sias Jr., Local 312 Treasurer and Branch President Lafayette, LA Troy Gallet, Local 312 President and Branch President New Orleans, LA Troy Lee Davis, National President Paul Hogrogian, and Local 312 Vice President and Branch President Shreveport, LA Kevin Perry



LOCAL 303

The newly elected Officers of Local 303 were recently sworn in over Zoom. National President Paul Hogrogian, National Secretary-Treasurer Kevin Tabarus and Assistant to the National Officers Neil Ryan were all on hand to see the newly elected officers read the Oath of Office. Pictured in video boxes: **Top left:** Thomas Abbott, Branch President San Diego P&DC, **second row middle, left to right:** Dorleatha Willoughby Vice President/Branch President L.A. NDC, Van Cunningham Local Treasurer, Terrie Collins Branch President L.A. P&DC, Angela Duncan Recording Secretary, Juan Torres Local President, Daniel Ortega Branch President Santa Barbara P&DC, **Third row left:** Paul Pineda, Branch President Bakersfield P&DC, **Third row middle, left to right:** Lorie Elerby Branch President Las Vegas P&DC, Tim Cabot California State Board member/Branch President City of Industry P&D, Eric Schneider Nevada State Board member, Benito Ariaza Branch President Santa Ana P&DC, Vince Romero Branch President Santa Clarita P&DC, Kenny Murray Branch President Anaheim P&DC, Delshawn Page Branch President L.A. ISC **Fourth row left:** Ashley Hall Branch President San Bernardino P&DC, **Fourth row right:** Gary Doss Branch President Moreno Valley DDC.

LOCAL 320

National Executive Board Members were on hand to take part in the Local 320 installation of Officers Ceremony. Pictured (l-r) National President Paul Hogrogian, Vice President Western Region Don Sneesby, Local 320 SEBM Marcosa Vargas, Local 320 Recording Secretary David McGinley, Local 320 BP Phoenix Jeremy Wood, Local 320 President Bernie Gonzalez, Local 320 Vice President Shawn Garey, Local 320 BP Tucson Anthony Zamorano, Local 320 Treasurer Brian Dungey and National Secretary-Treasurer Kevin Tabarus.



LOCAL 300

Local 300 Members stopped by NPMHU Headquarters before advancing on to the Trades Women Build Nations Conference. Pictured: Sediqa Perry, Chief Shop Steward Greater Newark P&DC, Irene Delgado, BP Morgan P&DC. Atika Muhammad, Chief Shop Steward, Brooklyn P&DC. Shirley Ramos, Chairwomen Local 300 Women's Caucus & Bronx Shop Steward, Linda Gibbs, Chief Shop Steward, DVD P&DC, Jennifer Williams, Shop Steward NJI/NDC, Yvette Johnson, Local President NPMHU Local 300, and Kevin Tabarus National Secretary-Treasurer



LOCAL 322

Local 322 members made the trek to Washington DC to attend the Trades Women Build Nations Conference. Pictured L-R: Darlene Kaleugher, Deb Stopfel, Donna Truschel, Linda DeHaven, Jen Galuschik (not pictured), Legislative & Political Director Katie Maddocks.



LOCAL 309

Local 309 held a New Steward Training with National Trainer and Vice President Eastern Region John Gibson leading the effort. Pictured Front (l-r) Michelle Pierce-Buffalo, Davonna White-Buffalo, Drew Jacobson-Plattsburgh, Christian Joshua-Albany, Constance Jones-NW Rochester, Jorge Cruz-Rochester. Back (l-r) Fred Cowley-NW Rochester, Loren Lent-Albany, Glenda McDermid-Watertown, and Lisa Pruchnicki -Local 309 President.

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* Please refer to the chart on [MHBP.com/dental-plan/](https://www.mhbp.com/dental-plan/) so you can review how the basic services are better the longer you are in the plan. MHBP Dental and Vision Plans are available to U.S. residents only. Dental and vision benefits are underwritten by First Health Life & Insurance Company. These benefits are neither offered nor guaranteed under contract with the FEHBP or FEDVIP, but are available to federal employees, retirees, and select members of the military and their covered family members as a voluntary offering. You cannot file a FEHBP disputed claim about them. You do not have to be enrolled in an MHBP medical plan to enroll in the MHBP Dental or Vision Plans. A single annual \$52 MHBP associate membership fee makes all MHBP plans available to you. Before making a final decision, please read the official 2023 Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the official 2023 Plan Brochure. For more information about MHBP plans, please refer to [MHBP.com](https://www.mhbp.com)
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