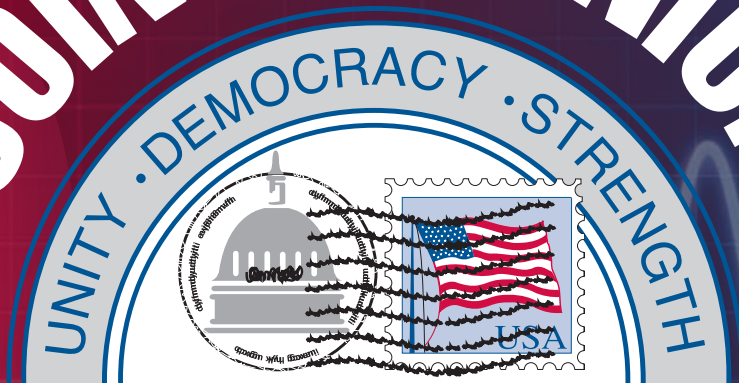


# THE MAIL HANDLER

WINTER 2024

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

JOIN THE UNION



★ NATIONAL POSTAL MAILHANDLERS ★

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BENEFITS PROTECTION MEMBERSHIP

Go to the App Store or Google Play and search "NPMHU" to install and use at no charge



# INSTALL THE FREE NPMHU

## MOBILE APP

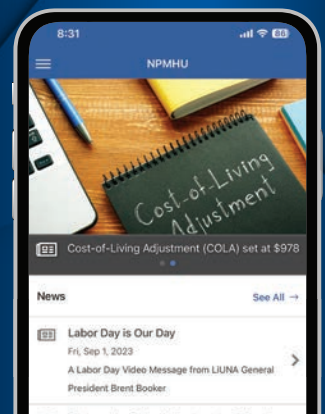
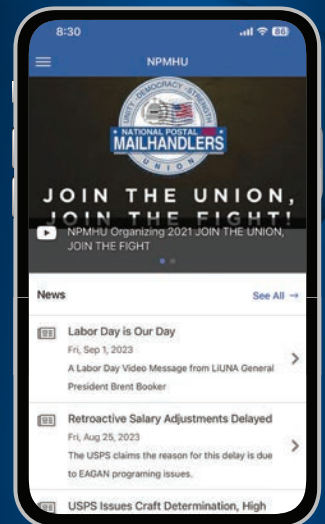
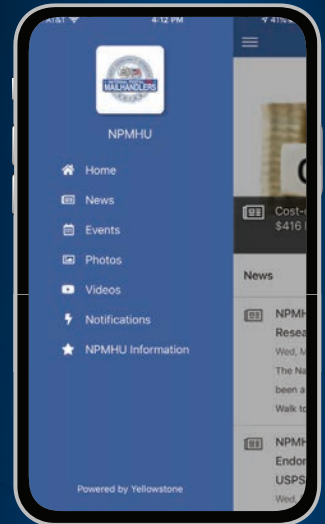
FOR YOUR IPHONE OR ANDROID SMARTPHONE

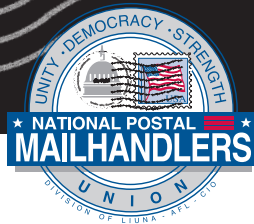


We are pleased to provide this communication tool to all Mail Handlers. You can access the latest news, updates, events, and information of organizational importance.

### 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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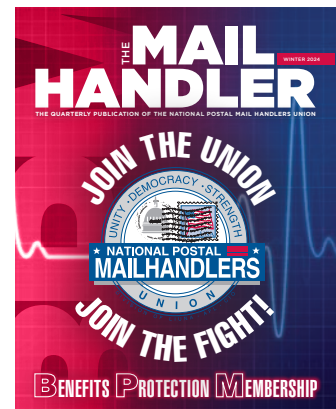
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Effective March 9, 2024

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**ON THE COVER:**

Join The Union, Join The Fight

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION



# USPS DELIVERING FOR AMERICA PLAN – UPDATE

Paul V. Hogrogian, National President



**D**ear Members:  
Postmaster General DeJoy and the United States Postal Service published its 10-year Delivering for America (DFA) plan on March 23, 2021. The stated goal for the plan was “to transform the United States Postal Service from an organization in financial and operational crisis to one that is self-sustaining and high performing.” When the DFA was announced, the Postmaster General and the Board of Governors were projecting a \$160 Billion deficit over a 10-year period.

The DFA sought to eliminate that deficit by achieving savings through:

1. Postal Reform (Medicare Integration) (\$40–\$50 Billion)
2. Increased revenue (Rate increases and increased package volume) (\$60–\$70 Billion).

Almost three years into its 10-year plan, the Postal Service has substantially cut the projected deficit from \$160 Billion to \$60 Billion.

The Postal Service increased revenue by raising postage rates. The Postal Service increased revenue by \$500,000 during Fiscal Year 2023. The Postal Service has increased parcel volume through initiatives such as Ground Advantage.

The remainder of the projected deficit must be made up through cost reduction (labor and transportation).

The Postal Service has greatly reduced its transportation cost by moving air volume to surface transportation.

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 will 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 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 (LPC).

The USPS has announced that the initial RPDC sites are (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)

The Postal Service has also announced what it calls “Mail Processing Facility

Reviews” (MPFR) for approximately 40 more sites. The Postal Service has determined that there is a need to consolidate some mail processing operations from these facilities into other processing centers. The following are some of the targeted facilities:

- Provo
- Minneapolis
- Trenton
- Wilmington
- South Jersey
- Lehigh Valley
- Bethlehem
- Scranton
- Columbia, MO
- Springfield, MO
- Tacoma
- Yakima
- Wenatchee
- Missoula
- Knoxville
- El Paso
- Fayetteville
- Dakota Central
- Bismarck
- Grand Forks
- Bemidji
- Cheyenne
- North Platta
- Grand Junction
- Buffalo
- Charleston, WV
- Johnston
- Eastern Maine
- Fort Myers
- Champaign
- Peoria
- Lubbock
- Midland
- Abilene
- Brockton
- Burlington
- Casper
- Charleston
- White River Junction
- Fresno
- Reno
- Gulfport
- Quad Cities
- Waterloo
- Iron Mountain
- Sioux Falls
- Manchester



While some consolidations may make sense, others do not. The original concept was to centralize mail processing among facilities in a metropolitan area within a 50 mile radius. The Postal Service's plans, in some instances, have extended much further than that, often exceeding 100 miles. We have and will continue to argue to the Postal Service that they must reevaluate the situation, reconsider some of these plans and implement a more reasonable and rational plan. The Postal Service has also been in too much of a hurry to implement their plans, which often results in mistakes being made and in unnecessary delays. It seems as though, at times, they do not know what they are doing, but they are in a hurry to do it. Some of the RPDCs listed above (Royal Palm, Oklahoma City and Santa Clarita) have been delayed until some problems can be resolved.

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

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

The NPMHU will ensure that the Postal Service complies with all the provisions of our National Agreement especially those contained in Article 12, and keeping all dislocation and inconvenience to Mail Handlers to an absolute minimum when implementing these plans.

\*\*\*

The Postal Service has also begun to implement a pilot program called

the "Go East/Go West" initiative. The pilot program would create Regional Hubs to which originating sites would send jackpotted mail to the respective regional hubs. The Regional Hubs (subject to change) would be:

1. Atlanta (Southeast)
2. NJINDC (Northeast)
3. West Valley (Southwest)
4. Salt Lake City (Northwest)
5. Memphis (Southeast)
6. Indianapolis

The pilot is still in its initial planning stages and much more information will be forthcoming. The National Office will provide updates on this project once we receive more information.

\*\*\*

The NPMHU has also been in continuous discussions with the Postal Service to return some of the Terminal Handling Services (THS) work which has been subcontracted for many years. We

have reached agreement to return the THS functions in Phoenix, Anchorage, Spokane, Richmond, Norfolk, Salt Lake City, Kansas City, Atlanta, Charlotte, Boise, Billings, Sacramento, Denver, Cincinnati and are discussing bringing other THS sites back in-house.

The NPMHU has also been in discussions with the Postal Service to return some of the Service Transfer Centers (STC) work which also has been subcontracted for several years. The National parties 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 NPMHU was also able to secure the return of the STC work from the Springfield, Kansas City and Southern California STCs. Discussions are continuing concerning insourcing the STC work from the remaining 4 subcontracted facilities (Dallas, Northern NJ, Seminole and Chicago).

\*\*\*

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

## RECRUITMENT AND ORGANIZING IN 2024

Kevin P. Tabarus, National Secretary-Treasurer



The National Postal Mail Handlers Union has over 100 years of history. Since its inception, the Union has collectively bargained for better wages, benefits and working conditions. The Union was able to accomplish this with membership. Each new National Agreement has improved our rights, and we are still not done. We intend to continually strive to improve our wages, benefits and working conditions.

We desire the National Postal Mail Handlers Union to continue to thrive for the next 100 years. That desire can only be accomplished by improving our membership numbers.

Currently, we see good news and bad news. From 2013 to 2024, the amount of paid membership has improved by over 20%. We also have 90% membership with our career members (Full-Time Regular, Part-Time Regular, Part-Time Flexibles). The major concern is for our Pre-Career Mail Handler workforce. Mail Handler Assistant (MHA) membership is far below our career membership percentage. MHAs are the future of this Union. Improving MHA membership will be a struggle, but I am confident that our 1,730 stewards and officers are up for the task.

2024 will be a year to concentrate again on improving our membership. The organizing efforts that were made in the past must be updated and improved. We have a new generation of Mail Handlers starting to work. The average age of MHAs is currently 34 years old. Changes and improvements shall be made this year to improve our

digital presence. The national office has formed a Recruitment and Organizing Team, whose mission is to strengthen and educate the membership by providing detailed information and best practices to our officers and stewards on how to organize employees (particularly MHAs) to become and remain members of the National Postal Mail Handlers Union.

Join the Union, Join the Fight — has been and will still be our recruitment

and sick leave, overtime pay, wage increases, MHA conversions to Full-Time Regular, etc.

**PROTECTION** the National Postal Mail Handlers Union is the exclusive labor organization providing Union Representation from DAY ONE. Only the NPMHU can provide *protection* for all matters. Individual grievances or group (Class Action) grievances can be processed with the limited exception for MHA separations for cause within

A blue graphic with white and yellow text. At the top, it says "JOIN THE UNION" in a curved banner. Below that is a circular logo for the "NATIONAL POSTAL MAILHANDLERS UNION" featuring an American flag and the words "UNITY · DEMOCRACY · STRENGTH". At the bottom, it says "JOIN THE FIGHT!" in a curved banner. To the right, the words "BENEFITS", "PROTECTION", and "MEMBERSHIP" are stacked vertically in large, bold, white letters. Below the text is a QR code and the URL "HTTPS://WWW.NPMHU.ORG/ABOUT/JOIN-THE-NPMHU".

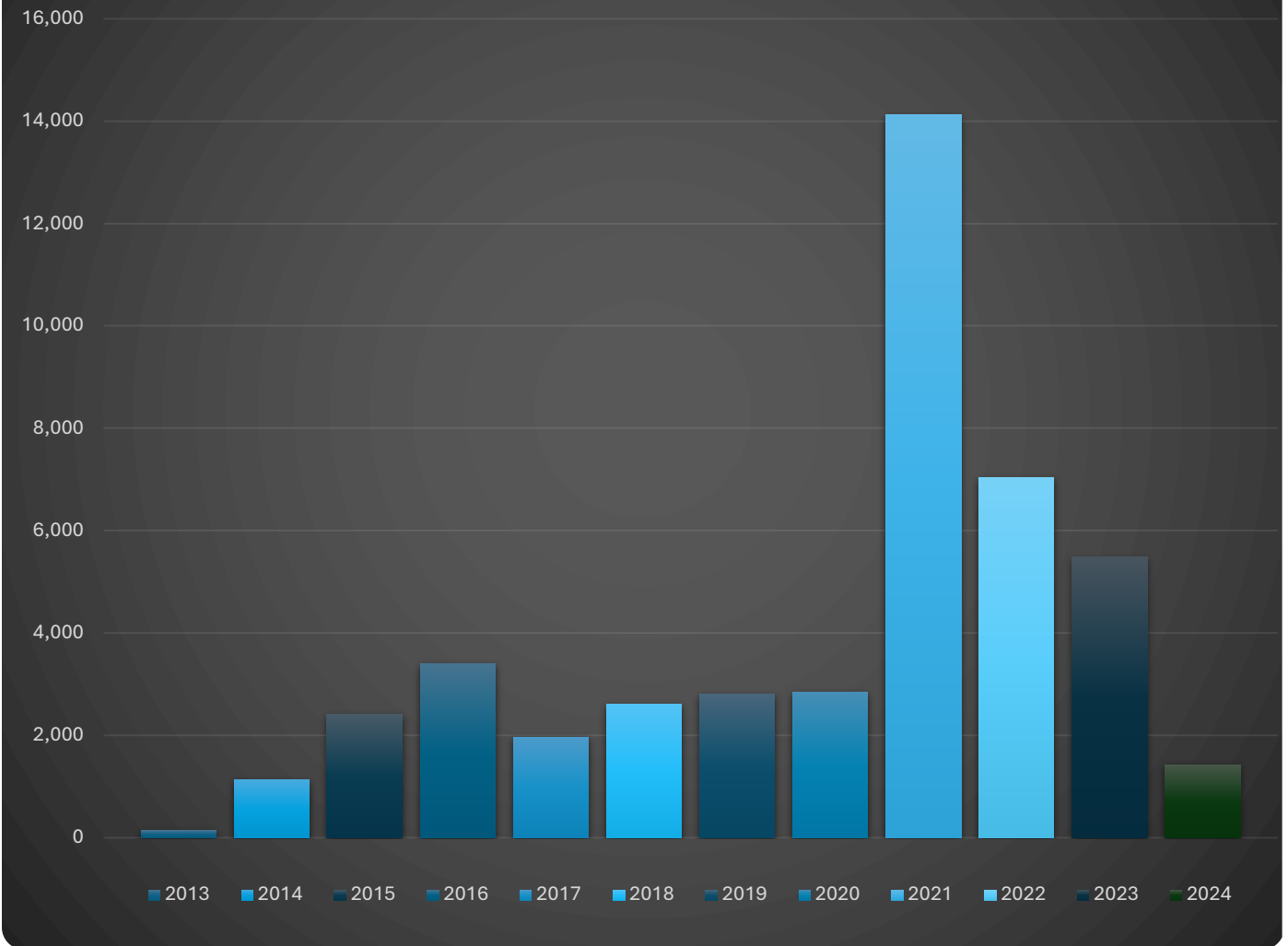
slogan. To connect with new members, we are adding — Benefits, Protection, Membership “BPM” to our recruitment slogan. BPM emphasizes what the Union can provide to our new members. This new recruitment initiative is still in its infancy. It shall develop in phases, geared to the younger generation of new Mail Handlers

**BENEFITS** have been improved over the past 100 years. Health & Life Insurance, paid holidays, paid annual

their first 90 workdays or first 120 calendar days (whichever occurs first), or if career employees who did not serve a 360-day term as an MHA are terminated during probation (Article 12.1).

**MEMBERSHIP** provides bargaining strength and exclusive access to our amazing health plan, Mail Handlers Health Plan (MHBP). Only NPMHU members can obtain health insurance through the MHBP. Membership has other privileges. Access to all Union

# YEARLY CONVERSION TO CAREER



Plus membership money saving discounts, scholarships, credit card, vacations, education, etc.

The NPMHU Committee On The Future is formulating 'a new game plan' for Organizing New Mail Handlers into the NPMHU. This Plan will sharpen and provide needed organizing skills.

Our "Join The Union, Join The Fight" Recruitment webpage has been redesigned. This digital enhancement provides ease of access with quick topics for prospective members. Since the new generation of Mail Handlers would like to read information on their mobile devices, we have

developed a QR code for the recruitment webpage.

The Union has been highly successful with conversions of MHAs to Full-Time Career Mail Handlers. Since 2013, there have been 45,425 conversions to Career. In 2015, the NPMHU bargained for a Memorandum Of Understanding (MOU) for the Filling of Residual Vacancies. Since the "*Residual Vacancy MOU*" there have been over 42,969 conversions to Career. This MOU provides a clear path for MHAs to be converted to Career to fill residual Full-Time vacancies. In the past national agreements, the NPMHU has bargained

for one-time conversions of MHAs. The 2022 National Agreement contains a new MOU for MHA Automatic Conversions to Career.

Thank you for being a member of the National Postal Mail Handlers Union. Help us as we work to encourage the Non-Member Mail Handlers to **Join The Union, Join The Fight!**

Fraternally,

Kevin P. Tabarus  
National Secretary-Treasurer



# NATIONAL OFFICERS

## ACROSS THE COUNTRY



### POSTMASTER GENERAL DEJOY DELIVERING FOR AMERICA UPDATE BRIEFING WITH NPMHU

Pictured (l-r) NPMHU National Secretary-Treasurer Kevin Tabarus, USPS Deputy Postmaster General and Human Resources Officer Douglas Tulino, NPMHU CAD Manager Teresa Harmon, NPMHU National President Paul Hogrogian, NPMHU Assistant to the National Officers Neil Ryan, USPS Postmaster General Louis DeJoy, NPMHU National CAD Representative Thomas Ruther, and NPMHU National CAD Representative Eugene Horton.



National Secretary Treasurer Kevin Tabarus meets with Minority Leader of the House of Representatives Hakeem Jeffries (D-NY-09)



National Secretary-Treasurer Kevin Tabarus meet with Democratic Whip Representative Katherine Clark (D-MA-05)





National President Paul Hogrogian and National Secretary-Treasurer Kevin Tabarus meet with Former Secretary of Labor and USPS Board of Governors Nominee Marty Walsh.



National Secretary-Treasurer Kevin Tabarus meets with Representative Tom Souzzi (D-NY-03)



National Secretary-Treasurer Kevin Tabarus spoke at a press conference for Labor Leaders opposing the Commission Aimed at Slashing Vital Benefits hosted by Representative John B. Larson (D-CT-01). Labor leaders such as AFGE President Everette Kelley were on hand to deliver a stern message to the House Budget Committee.

# 2024 NATIONAL CONVENTION CALL FOR PROPOSED CONSTITUTIONAL AMENDMENTS & RESOLUTIONS

**M**embers of the NPMHU who wish to submit proposals for consideration by the delegates at the 2024 National Convention must follow the requirements set forth in the NPMHU National Constitution.

## PROPOSED CONSTITUTIONAL AMENDMENTS

As set forth in Article XII of the National Union Constitution, the delegates to the 2024 National Convention will consider and vote upon amendments to both the NPMHU National Constitution and the Uniform Local Union Constitution that governs all Local Unions affiliated with the NPMHU. As stated in Article XII, Section 10:

*“For proposed amendments to this Constitution to be considered by a National Convention, 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.”*

Although not required by the Constitution, it would greatly assist the Constitution Committee if submissions were formatted as follows: (1) List the current constitutional language; (2) List the new or changed language that you are proposing; and (3) Explain the reason for the proposed change. A fillable (pdf) Proposed Amendment to the 2024 National / Uniform Local Union Constitution Form is available at [npmhu.org](http://npmhu.org).

## PROPOSED RESOLUTIONS

In addition, the current National Constitution also sets forth the governing procedure for the consideration of resolutions, whether related to legislation or other topics of interest to mail handlers. In particular, Article XII, Section 15 provides as follows:

*“Resolutions submitted for consideration of the National Convention must be received by the National President no later*



*than sixty (60) days prior to the opening date of the National Convention. 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. Such resolutions shall be referred to the Committee on Resolutions for consideration and recommendation to the Convention delegates for adoption, modification, or rejection thereof.”*

Should you have any constitutional amendments or resolutions that you would like to propose, please be sure to follow the procedures set forth in Article XII of the National Constitution. The National Convention commences on Monday, August 19, 2024, all submissions must be received at the National Office no later than Thursday, June 20, 2024, which is sixty (60) days prior to the opening of the 2024 National Convention.

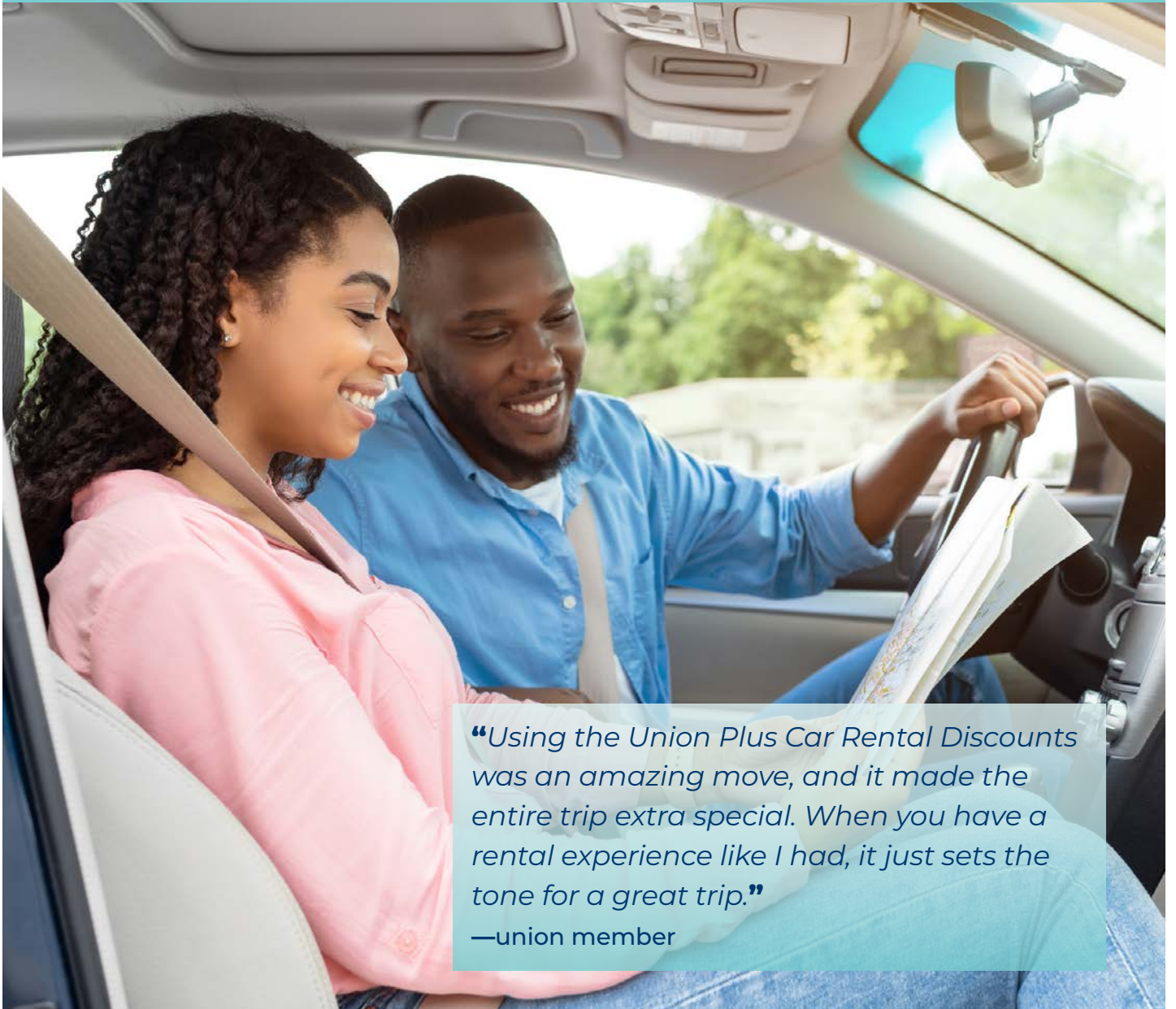
The address for submitting any proposed amendments or resolutions is:

**NPMHU 2024 National Convention**  
815 16th Street NW, Suite 5100  
Washington, DC 20006

You may also FAX proposed amendments or resolutions to 202-833-0008.



# The Union Plus Car Rental Program **WORKS FOR ME**



*“Using the Union Plus Car Rental Discounts was an amazing move, and it made the entire trip extra special. When you have a rental experience like I had, it just sets the tone for a great trip.”*

—union member



See more at  
[unionplus.org](https://unionplus.org)



## ARE YOU READY FOR THE 2024 ELECTIONS?

Katie Maddocks, Legislative and Political Director



**W**hile the 2024 elections are several months away, the National Postal Mail Handlers Union encourages all of its members to ensure they are registered to vote in primary and general elections, as well as special elections in various congressional districts. The easiest way to check on your voter registration is to visit the non-partisan website, [vote.org](https://www.vote.org). There, you can verify your voter registration, register to vote, apply to vote by mail, and learn more about your state's election laws. As recent national elections have come down to voter turnout, it is imperative that every member of the Union participates in the democratic process.

Many non-voters do not think that voting will change their lives for the better. But that is simply false. Because you are a postal employee, your pay and benefits are directly tied to the actions taken by elected officials. You can vote to keep our friends and champions in office, and vote out those who attack your job. As we have seen in prior elections, it takes just a few votes to make a difference between electing a President or members of Congress who understand what's important to mail handlers and those who want to destroy or reduce what you have earned through hard work.

Primary elections allow voters to decide party candidates that will be in the November general election. Regulations for how to participate in primary elections varies from state to state, with some requiring declaration of party affiliation prior to election day.

Dates of primary elections also vary by state, and some will begin as early as March 5. Winners of primary elections will then face off in the general election on Tuesday, November 5.

The NPMHU highly encourages its members to enroll in vote by mail. Over the past four years, local election boards and the United States Postal Service saw an increase in use of vote by mail. The 2020 elections saw USPS process and deliver 135 million ballots to and from voters; 610 million pieces of election mail; and, 4 billion pieces of political mail. USPS delivered 97.9% of ballots within 3 days and 99.7% of ballots within 5 days. While state regulations for vote by mail, also called

the capabilities of the Postal Service to take extraordinary measures to ensure a secure and accurate vote.

Not only did the Postal Service see an increase in volume due to vote by mail, but elections boards also saw an increase in voter participation. When asked why they choose not to participate in elections, eligible voters have a wide array of responses: low enthusiasm; lack of transportation to polls; and, voter confusion. Vote by mail combats these issues. By voting at home, voters have more time to research candidates, or worry about getting to polls or long lines. In the 2020 elections, states that mailed out ballots to voters saw an increase in participation by 5.6 percent.

**Vote by mail empowers voters to overcome election fatigue, learn about elected offices and candidates, and doesn't require standing in long lines. Our democracy is strengthened by participation.**

absentee ballots, were expanded in 2020 due to the pandemic and public health concerns, due to popularity and demand, many states expanded access to these ballots. During the 2022 mid-term elections, USPS delivered over 54.4 million ballots, of these 98.96% were delivered within 3 days and 99.82% were delivered within 5 days. As Mail Handlers, we are uniquely aware of

Vote by mail empowers voters to overcome election fatigue, learn about elected offices and candidates, and doesn't require standing in long lines. Our democracy is strengthened by participation.

You can only elect responsible leaders if you cast your vote, and you can only cast that vote if you are registered. You have a voice, make sure it's heard.



NPMHU also flexes its political voice through its Political Action Committee (PAC). The PAC allows NPMHU to provide financial support to candidates running for congressional office who support and advance the Union's legislative agenda. As NPMHU members are aware, elections are getting more and more costly. During the 2022 mid-term elections (elections where there is no presidential candidate), almost \$9 billion was raised by federal candidates. These monies go towards digital and traditional advertising, political mailings, events, and administrative expenses. 2024 elections are expected to exceed past amounts, with think tanks that track political spending estimating at least \$10 billion to be spent. But more spending should be expected.

Giving to the NPMHU PAC has increased over the years, as members better understand the value of their campaign contributions. And a bigger PAC means that we can give to more pro-postal, pro-union candidates. Contributions to the NPMHU PAC are voluntary, and federal regulations prohibit union dues to go towards political spending. And PAC money doesn't go to just any candidate. We examine candidates' voting records; what bills they have cosponsored; their relationship with locals; comments made on social media or to the press; and their position on committees and caucuses impacting Mail Handlers. Additionally, it doesn't matter if a candidate is a Republican, Democrat, or Independent. If a candidate supports NPMHU, the NPMHU will support them. We need to ensure that elected officials who advocate on our behalf have the resources to remain in office, and that those who speak out against us don't stay in DC.

### **GRIDLOCK IN DC ONCE AGAIN**

I have written about a possible government shutdown twice already for the Mail Handler magazine in the past two editions, but yet again, members



of Congress are struggling to reach an agreement on federal spending levels for fiscal year 2024. Mail Handlers and the United States Postal Service will not be directly impacted by a shutdown, however, it will still be devastating to our national economy. Not to mention, it undermines the confidence of the American public in its elected leaders.

What is really concerning is recently House Speaker Mike Johnson (R-LA-04) called for a fiscal commission to be considered in a spending package. A fiscal commission would look at how federal spending can be reduced — an idea which has always starts with good intentions. Americans across the country often express concern over federal spending and how that will impact them. But, fiscal commissions just result in targeting hard-working, middle-class citizens. The 1981 Greenspan Commission created the Government Pension Offset and the Windfall

Elimination Provision, which unfairly penalizes those under the Civil Service Retirement System, causing the loss of Social Security benefits. In 2001, a fiscal commission recommended privatizing Social Security. The Simpson-Bowles fiscal commission of 2010 not only looked at raising the retirement age and changing how benefits are calculated, but it targeted postal employees' paychecks. Newly hired Mail Handlers now have to make greater contributions to their retirement than their older coworkers. Not only is it possible that this could be tacked onto a spending deal, but there is also stand-alone bipartisan, bicameral legislation calling for such a commission.

The NPMHU knows its members cannot be once again be seen as a scapegoat for national spending issues. We've been working with other concerned unions to talk with members of the House and Senate to fight against these attacks.

# NPMHU PAC

## 2023 CONTRIBUTORS



**T**he National Postal Mail Handlers Union Political Action Committee (NPMHU PAC) contributes to campaigns of candidates for and incumbents of Congress who repeatedly demonstrate “concern for working people and for [the] aims and objectives of the NPMHU and the entire trade union movement.” The PAC is non-partisan in its operations, and, by federal law, is financed completely through voluntary contributions from members and groups who subscribe to the objectives of the Mail Handlers PAC. Your Union needs your active involvement in contributing to the Political Action Committee to assist candidates who will work to protect the wages and benefits of all Mail Handlers. Our PAC membership is small but growing larger. Below is a list of the 2023 contributors to the NPMHU Political Action Committee. It is an honor roll of members who have contributed to the growing political power of your Union.

### PAC CONTRIBUTIONS FOR 2023

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

300	Phillip Hester	301	Diane Libby	310	Charles Franklin	Nat'l Staff	Kevin Tabarus
301	Patrick O'Rourke	301	Earma Naipaul	311	Shirley Mackey	Nat'l Staff	Patrick Donovan
301	Jason Demonic	302	Anthony Coleman	311	Roxie Olds Pride	Nat'l Staff	Don Gonzales
301	Sean Sweeney	306	June Harris	316	Don Sneesby	Nat'l Staff	Katie Maddocks
301	Phillip Alvarado	308	Michael Rembelinsky	318	Nicholas Mosezar		
301	Danny St. Marie	309	David Wilkin	323	Jeff Larsen		
301	Marc Sola	309	Joyce Miskell	Nat'l Staff	Paul Hogrogian		

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

297	Bridget Williams	301	Jeffrey Anderson	310	Nolan McClendon	320	Shawn Garey
297	Michael Caird	301	Todd Bjunes	310	Lisa Greer	320	Simon Spotts
299	Dayelyn Okamoto	301	Tyler DeGuzman	311	Shelley Dennis	320	Aaron Hernandez
300	Wilfredo Delgado	301	Shawn Holt	311	Byron Bennett	321	Richard Lairscey
300	Marie Chery	301	Charles Pierce	311	Patricia Johnson	321	Samuel Tweneboa-Koduah
300	Lucy Lombardo	302	Paul Soares	311	Marvin Henry	321	Curtis Grantham
300	Yvette Johnson	303	Gary Doss	315	Jerry Alexander	321	Michael Ruiz
300	Latina Crenshaw	303	Denise Brown	316	Deborah Retter	321	Jeffrey Morgan
300	James Smith	303	Daniel Ortega	316	Courtney Retter	321	Robert Koryto
300	Peter Letizia	304	Gregory Hill	316	Shaun Bezella	321	Zack Mischo
300	Raymond Bermudez	304	Gloria Ward	316	Gene Rezac	321	John Martinez
301	Scott Surette	305	Leslie Hamlett	316	Timothy Kovac	322	John Szewczyk
301	Martin Paredes	306	Gregory Newsome	316	Steve Kim	323	Tina Freeman
301	Joseph Robinson	306	Marlon Johnson	318	Thomas Sheldon	323	Brock Engstrom
301	Robert Burke	306	Manuella Morris	318	Beverly Pitts	323	Jarred Hoover
301	John Hegarty	307	Derek Douglass	318	Lawrence Sapp	328	Todd Larson
301	Timothy Sullivan	308	John Gibson	320	Felipe Ruiz	329	Samuel Hudson
301	Rene Morissette	310	Chawanda Parson	320	Jamie Stellwagen	329	Julius Takacus

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

329	Charles Smith	333	Craig Bindrum	Nat'l Staff	Nina Gallauresi	Nat'l Staff	Eugene Horton
331	Michael Foster	334	Alexander Adams	Nat'l Staff	Andy Badilishamwalimu	Nat'l Staff	Nick Lehto
332	Edvina Tesch	334	Sheldon Adams	Nat'l Staff	Teresa Harmon		
333	Monica Marshall	Nat'l Staff	Neil Ryan	Nat'l Staff	Eileen Mills		

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

297	William Staab	303	Oswaldo Quintana	312	Troy Davis	329	Charles Hill
297	Pamela Grant	304	Daniel Cody	313	Juan Morales	329	Calvin Booker
299	Tanya Arcangel	304	William McLemore	316	Gregory McGovern	329	Woodrow Douglas
300	Peter Bilotta	304	Darvis Wanton	316	Gary Kalich	332	Robert McFall
300	Irene Delgado	304	Consuela McLemore	316	Mark Sagatu	332	Matthew Stevens
300	Charles Price	305	Michael Perry	316	Thomas Bilodeau	332	James Smith
300	Shirley Ramos	306	Wayne Hopkins	317	Ronnie Sanders	333	Jeffery Marean
300	Thomas Russo	306	Mark Blough	318	Shawndala Jones	333	Frankie Micile
300	Malik Sheppard	306	Manuel Lazu	318	Wayne Campbell	333	Jeffrey Mount
300	Richard Couvertier	306	John Corley	318	Luis Centeno	333	Mike Ballard
300	Tanya Elder	306	Carmela Catchings-Tyler	320	Bernie Gonzalez	333	Kyle Hanks
301	Paul Bureau	308	Mildred Wagner	320	Arturo Aguilar	333	Susan Cowman
301	Charles Masterson	308	Michael Mohan	320	Darren Dankert	333	Wayne Burch
301	Scott Curtis	308	Robert Glycenfer	321	Roberto Hernandez	333	Doris Hampton
301	John Bessette	308	Joseph Zelenenki	321	Daniel Elliot	333	Barry Adair
301	Victorino Tiongson	308	Jeanne Gladilina	322	Kamayu Collins	333	Baribor Ngia
301	Ralph Capaldi	308	Ritchie Dockery	322	William Best	333	Alan Joiner
301	Christin Wilson	309	Daniel Cornish	322	Linda DeHaven	334	Anthony Shell
301	Michael Hatem	309	Timothy Morath	323	Brian Blatchford	Nat'l Staff	Thomas Ruther
301	Michael Bisono	309	Rebecca Bicksler	323	Dean Abatte	Nat'l Staff	Michael Hora
301	Michael Guilfoyle	310	Reginald Chambers	325	Dwayne Williams		
302	Shawn Dalton	311	Paul Pineda	329	John Macon		

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

299	Ronald Fisher	303	Kenneth Smith	308	George Gohr	316	Salvatore Schillaci
300	Joseph Palau	303	Lance Holmes	308	William Harris	316	Sean Fryer
300	Sharon Scott	304	James Clark	308	Shelby Root	316	Richard Neal
300	Charles Valentine	305	Byron Scott	308	Ottina Fallz	316	Alan Brashear
300	Antonio Sanchez	305	Shavonnie Zimmerman	308	Ken Koscinski	317	Rodney Tyus
300	Alberta Prieto	305	Maurice Wallace	308	Raymond Rosenberger	317	Charles Harris
300	Trevor Stuart	305	David Cocke	308	Sean Craig	318	Suzanne Viveiros
300	Mark Chandler	305	Danny Mangan	308	Kris Keehn	318	Shimmel Brown
300	Dwayne Sapp	306	George Cantrell	308	Brian Carson	318	Jorge Ortiz
301	Robert Losi	306	Jeff Bridges	308	Anthony Wilson	318	Ron Nordyke
301	Todd Johnson	306	Richard Porter Jr	309	Lisa Pruchnicki	320	John Torres
301	Derek Bruce	306	Max Rehbein	309	Raymond Morrison	320	Theresa Corcoran
301	William Flynn	306	Robert Howze	309	Paul Forshey	320	Steve Mitchell
301	Scott Lasell	306	Joseph Sell	309	Howard Fagan-Solis	321	Eva Olson
301	Thomas Kondroski	306	Tiffany Byers	309	Nicholas Ladd	321	Richard Ruiz
301	Agostino Lopes	306	Gerald Banks	309	Ronald Heiss	322	Joseph Fitzgerald
301	Keith Vincent	306	Evamarie Acox-Bouie	309	Alois Raclawski	322	Kelly Dickey
301	Robert Goggin	306	Brian Bragg	309	Tanya DeRouville	322	Diane Lydic
301	Mark Elia	306	Jeanine Hutcherson	310	William Hopkins	322	Ryan Pigmon
301	Peter Baltos	306	Maurice Stecklein	311	Eddie Owens	322	Gregory Udovich
302	Ruben Martin	307	Marlon Harris	311	Ernesto Torres	323	Matt Lopez
302	Steve Gutierrez	307	Billy Harris	311	Vel Lewis	327	Brock Isakson
303	Eric Schneider	307	Jim Haggarty	311	Lelo Simmons	327	Larry Burk
303	Terrie Collins	308	Ronald Sweetman	311	Lacretia Boyd	327	Derek Mullenberg
303	Kathleen McNeil	308	Christopher Lee	311	Karen Jackson	328	Larry Karsten
303	Howell Fontanilla	308	Laurene Smith	313	Maurice Torres	330	John Regis
303	Paul Costello	308	Brian Clark	313	Irene Sanchez	331	Lloyd Johnson
303	Ray Paniagua	308	Nicholas Campellone	315	Kevin Parsons	332	Steven Jensen

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

332	Jaxon White	333	Jeffrey Smith	333	Dave Current	333	Larry Rose
332	Robert Greenwell	333	Danelle Krull	333	David Williams	333	Thomas Blair
333	Shane Ford	333	James Heath	333	Denise Brown	333	Marvin Bennett
333	Corey Smith	333	Dennis Reeser	333	Dwayne Schoep	333	Robert Connair
333	John Haus	333	Bryant Blackman	333	Karen Tallman	333	Harvey Blackman
333	Stephanie Yang	333	Lee Kessler	333	Franci Montgomery	333	Larry Humeston
333	Deborah Hall	333	Stephan Hopkins	333	David Parrish	Nat'l Staff	Noah Giebel
333	Richard White	333	Dennis Irvin	333	Danny Luing		
333	Brian Tallman	333	Mark Alexander	333	Angela Marshall		

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

297	Cecil Brown	302	Michael Sanchez	309	Douglas Heyden	321	Joel Wolter
300	Kim Pinkney	303	Christopher Gayles	309	Michael Knapik	321	Cicero Untalan
300	Stephen Rodriguez	303	Cathy Gravino	309	Gary Gove	321	Eric Reen
300	Atika Muhammad	303	Van Cunningham	310	Gary Reid	322	Matthew Moore
300	Theresa Start	303	Robert Rodriguez	310	Michelle Reed	322	JW Harker
300	Steve Morrow	303	Thomas Sansevere	311	Dawn Richard	323	Patricia O'Brien
300	Damon Washington	303	Maura Pettit	311	Jennifer Price	323	Shane Ryden
300	Sai Hung	304	Thomas Davis	313	Carlos Zeno	324	Daniel Riemann
300	Kim Sanders	305	John Collins	313	Richard Sierra	325	Tarus Esco-Cole
300	Alejah Durham	306	Sharifa Knowles	313	Xaira Rivera	329	Lyndon Cox
300	Glen Montalvo	306	Michael Schultz	313	Fredis Maldonado	331	Nathan Price
301	Randy Oliver	306	Geiselle Williams	316	Petra Rezac	332	Michael Tucker
301	Thomas Dunn	306	Vincent Gross	316	Betty Finley	333	Steve Huth
301	Reynaldo Figueroa	306	Steven Barber	318	Ken Czwojdak	333	Blake Scott
301	Mark West	308	Steven Harvey	318	Andrew Robertson	333	Craig Thompson
301	Michael Normandin	308	Richard Vennera	318	Rick Frantz	334	Lisa Taylor
302	Dwight Parker	309	James Ditchfield	320	Cesar Polanco	334	Kent Holliday
302	Dorothy Henderson	309	Daniel De Rouville	321	Samuel Nitta	Nat'l Staff	Clare Hurley

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

297	Shane Gagnebin	302	Brian Sheehan	309	Jerry Smith	322	Donna Trushel
300	Robert Koontz	303	C E Socha	309	William Goeseke	322	Bonnie Paul
300	Michelle Kimber	304	Shelley Benton	311	Frank La	323	John Frey
300	Alan Sacks	304	Alexander Bensing	316	Steven Kim	323	Gary Tollefsrud
300	Daniel Danzo	305	Cynthia Brown	316	Eric Snyder	324	Carmalita Reynolds
300	Howard Spindler	305	Lori Freeman	317	James Morris	332	Joe Chamberlin
300	Monika Rydzewski	305	James Cox	317	Robert Richburg	333	Susanna Ward
301	Steven Punzo	307	Lee Garcia	318	Lynden Clarke	333	James Pledger
301	George Buckley	308	Teresa Craig	318	Robin Person	333	Lori Heuton
301	Gerald Hunt	308	Craig Rollerson	318	Santo Romano	334	Paul Jorgensen
301	Earl Kimball	308	Floyd Steinmetz	321	Tony Wilson	334	Michael Howell
301	Stephen Zaccaro	308	Neil Muller	321	Patrick Bond		
301	Nicholas Bessette	308	Nolan Dupont	321	Richard Eckhart		
302	James Carlson	308	Angela Gomez-Core	322	Melanie Walker		



# 2024 PAC

## INCENTIVE AWARDS



### 2024 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Mug
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Tumblers
Ambassador	\$500	PAC Toiletry Bag
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](http://www.liteblue.usps.gov). Follow the instructions printed on pages 18 and 19 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](http://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.

## UPDATES: POSTALEASE / E-OPF / UNIFORM & WORK CLOTHES ANNUAL ALLOWANCE CARRY OVER

Teresa Harmon, Manager, CAD



In this month's article, I want to give you some updates on various issues.

### PostalEASE

Here is an update on the status of the national grievance that was filed on the fraudulent access on PostalEASE. To give some background on this case, on December 20, 2022, the Union received notification from the Postal Service that the Postal Service had confirmed that some employees had unknowingly provided their usernames and passwords to criminal websites while attempting

deducted from the employees' checks. These added allotments were sent to various bank accounts which were set up by the criminals allowing them to withdraw all the funds. The Postal Service informed us that they would not be providing any monetary reimbursements where the employees accessed the criminally-run websites and had their credentials hacked.

Earlier last year we also submitted an official information request regarding this fraudulent activity to obtain additional information to better understand what happened, who was

to provide them with the option of contacting us directly or submitting a privacy waiver to the Postal Service to authorize the Postal Service to release their information to us. These letters were sent out to the affected mail handlers on July 14, 2023.

The NPMHU filed a national-level grievance on February 16, 2023, over the failure of the Postal Service to pay these individuals. After much discussion, the Postal Service denied the grievance, and the case was appealed to arbitration.

The NALC and APWU also filed national disputes on this same issue. The NALC case was the first to be scheduled for arbitration. Their arbitration hearing took place in front of Arbitrator Dennis R. Nolan on Jan. 23-24, 2024, in Washington, DC. Both the APWU and the NPMHU intervened in this hearing, siding with the NALC. It is the position of all three Unions that the Postal Service failed, among other things, to take even basic steps to secure the PostalEASE site, such as implementing multi-factor authentication (a security measure that is common with most online financial transactions). As a result, the Postal Service has an obligation to compensate these employees for their work and to make them whole. The Postal Service's failure to pay these individuals violates numerous provisions of the National Agreement. Management has the responsibility to safeguard its employees from this type of criminal activity by ensuring that USPS-controlled websites are secure. An update will be provided once the

**Earlier last year we also submitted an official information request regarding this fraudulent activity to obtain additional information to better understand what happened, who was responsible, and the Mail Handlers that were impacted and how much of their pay was lost.**

to access PostalEASE. We were told that employees had used Google to access PostalEASE and that Google in turn was redirecting them to third party criminally-run websites that mirrored the look and access of PostalEASE. This resulted in the login credentials being hacked and accounts compromised. With access to login credentials, the criminals were able to go to the official PostalEASE site and add allotments that were then

responsible, and the Mail Handlers that were impacted and how much of their pay was lost. The Postal Service refused to provide us with certain information that was requested. We had to file a NLRB charge to try to obtain this information. As a result of the NLRB charge, the Postal Service agreed to provide much of the information we were requesting, including that they agree to send a letter to our affected members



arbitrator renders his decision, which could take several months.

## eOPF

eOPF has been shut down since December 15, 2022, due to the Vice President, Chief Information Security Officer becoming aware of a security issue involving full social security numbers being displayed on some of the documents that are part of employees OPFs. The Postal Service has had problems finding software that would be able to mask all the different types of documents that are part of the OPE. They have now purchased a data tool that can perform those functions and are anticipating that eOPF will be reactivated by the end of May 2024.

## UNIFORM AND WORK CLOTHES ANNUAL ALLOWANCE CARRY OVER

Effective March 13, 2024, the following provision of Article 26, Section 26.3 of the 2022 National Agreement will be implemented:

Unused portions of an eligible employee's annual allowance for uniform and work clothing will be carried over and available for use beginning twelve (12) months after the end of each anniversary year. An eligible employee's uniform and work clothing allowance balance may not exceed the sum of two (2) years of the employee's annual allowance entitlement. This uniform and work clothing program adjustment will be implemented no later than twelve (12) months from the ratification date of the 2022 Agreement.

Starting March 13, 2024, any unused portion of an eligible employee's annual allowance will be accumulated and will be reflected in the employee's uniform allowance accounts starting March 13, 2025 at the end of each employee's anniversary year.



## AFTER JANUARY 15, 2023 USPS EMPLOYEES ARE REQUIRED TO SET UP MULTIFACTOR AUTHENTICATION (MFA) TO ACCESS LITEBLUE.

MULTIFACTOR AUTHENTICATION (MFA) REQUIRES A PERSON TO PRESENT (2) DISTINCT 'FACTORS' WHEN ATTEMPTING TO REGISTER FOR LITEBLUE. USPS.GOV.

### WHAT ARE AUTHENTICATION FACTORS?

- Something you know (e.g. password, passphrase, PIN)
- Something you have (e.g. phone, ID Card, key fob)
- Something you are (e.g. biometrics, keystroke patterns)

### BENEFITS OF MFA

- Increases assurance that only the user (you) will be able to access an account, application or device.
- Reduces impact of credential theft (stolen password or username)

### COMMON MFA METHODS

- Use of a One-Time password
- Approve a Push Notification
- Receive a code via phone call.
- Receive a code via SMS/text message.

# THE POWER OF THE LOCAL AND THE POWER OF YOU

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



In my many years of experience, one of the things about our Union that is the least fully understood is the governing structure of the Union found in our Constitution. I find that members often assume there is a strict hierarchy with the National having direct authority over Local Unions. Reading our Constitution, however, you will see that the Constitution is divided into two parts. The first part is the Constitution of the National Postal Mail Handlers Union. This document assigns the duties of negotiating and executing collective bargaining agreements, promotion of legislation, securing benefits to our members, and day to day governance of the National Union and staff to the National Officers.

The second part is the Uniform Local Union Constitution (ULUC) of the NPMHU. What you will not see is any language making a direct connection or nexus between the two for the running of a Local Union. Our governing documents treat Local Unions as largely independent entities and give each local and their members the right and responsibility to govern their local, to attend meetings, and to elect and oversee their own Local Officers. It is the Local Union that is responsible for selecting and appointing members to serve as Union Stewards. These are the individuals who will file grievances and fight to hold management accountable in their facilities.

We are all facing potential changes ahead with Postmaster DeJoy's 10-year plan that is currently being rolled out in many parts of the country and with others yet to be affected. Our National Office is working with Local Unions as they are impacted to eliminate or at least mitigate disruption to our members. To date, we have had some solid success at beating back management's initial projections of the impact on our craft. Even so, we are even stronger when we are all pulling together. It is now more important than ever that we work together and have all hands-on deck to protect our jobs.

The 10-year plan changes seem likely to have a much more negative impact on the APWU than it will have on the NPMHU. As a result, in many locations the APWU and idle clerks may try to encroach on Mail Handlers' jobs wherever and however they can. Supervisors and managers may feel

the need to get their hands on our mail to cut hours and get our work done, and possibly justify fewer duty assignments for our members. We must be prepared to fight back to protect our jobs and you can help.

You use your body and your muscles every day to move the mail. I'm asking you to use your brain too. Be vigilant, take notes of who is doing our work, which of our jobs they are doing, and from what time to what time. Then, take the time to give your body a break. Ask to see your Steward, sit down, and then report to them these cross-craft violations whenever you see a clerk, supervisor, or any other non-Mail Handler doing our work.

The Postal Service will pay you to talk to your Steward on the clock, and they'll pay your Steward to talk to you. Let your supervisor know you need to see a Steward or ask your Steward to ask for time with you. The mere act of you and your Steward spending time on the clock to report these incidents makes management's allowing cross craft violations that much more costly to them in time and money. This is an additional deterrent on top of the results of these grievances, and it is needed pressure to stop management from permitting these violations to occur in the first place. These grievances may also give your local union the ability to argue for more jobs.

In addition, I urge you to become an even more active member of your local and that you get involved and develop working relationships with your Stewards and Officers. Ask how you might help them help our craft. Attending meetings of your local Union, organize non-members, assist your Union Stewards however you can or volunteer to be one yourself, and seek other opportunities in your Local Union. Offer your assistance and ask questions if you don't understand something.

Working together and with a little effort we can meet the challenges we face, limit harm to our craft and members, and come out on the other end of this 10-year plan even stronger and more united than before.

In Solidarity,  
Don J. Sneesby





# TOGETHER WE CAN CREATE **A BETTER** TOMORROW

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Support my  
**#JDRFOneWalk today!**

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**National Postal Mail Handlers Union**  
proud sponsor of the Juvenile Diabetes  
Research Foundation

**JDRF** **IMPROVING  
LIVES.  
CURING  
TYPE 1  
DIABETES.**



# BECOME YOUR HEALTHIEST SELF

Nina Gallauresi, Executive Director, MHBP

**M**ake better health your resolution all year round. You can learn simple ways to prevent disease and improve your relationships, emotional well-being, physical health, and surroundings. The National Institutes of Health offers “Your Healthiest Self: Wellness Toolkits” for science-based health tips in five different areas. Each area has checklists of tips you can print for yourself or share with others. The wellness toolkits also link to dozens of NIH resources, fact sheets, and articles for more information.

For example, find out how to limit your exposure to harmful substances in your home. Get advice for managing stress and adapting to change. Or learn how friends and family can help you gain better health habits. Good health means more than preventing and treating disease. It also means striving for well-being in all areas of your life. Small changes can add up fast. Find ways to start becoming your healthiest self.

## PHYSICAL WELLNESS

### GET ACTIVE

Sedentary behavior has been linked to many medical problems. Moving more



and sitting less can have major health benefits. Experts recommend adults get at least 150 minutes (two and a half hours) of moderate physical activity a week. You can benefit from even a little activity at a time. Every minute counts when it comes to movement.

### MAINTAIN YOUR MUSCLE

Building muscle helps you keep up the activities you enjoy. Some types of strength training keep your bones healthy, too. Experts recommend doing strength training for all the major muscle groups two or more days a week for adults and three for kids and teens.

### EAT A HEALTHY DIET

We make dozens of decisions every day. When it comes to deciding what to eat and feed our families, it can be a lot easier than you might think to make smart choices. A healthy eating plan not only limits unhealthy foods, but also includes a variety of healthy foods. Find out which foods to add to your diet and which to avoid.

### BUILD HEALTHY HABITS

We know that making healthy choices can help us feel better and live longer. Maybe you’ve already tried to eat better, get more exercise or sleep, quit smoking, or reduce stress. It’s not easy. But research shows how you can boost your ability to create and sustain a healthy lifestyle.

### FIND A HEALTHY WEIGHT

Keeping your body at a healthy weight may help you lower your risk of heart

disease, type 2 diabetes, and certain types of cancer that can result from carrying excess weight or obesity. Take charge of your weight and your health.

## EMOTIONAL WELLNESS

### BUILD RESILIENCE

People who are emotionally well, experts say, have fewer negative emotions and are able to bounce back from difficulties faster. This quality is called resilience. Learning healthy ways to cope and how to draw from resources in your community can help you build resilience.

### REDUCE STRESS

Everyone feels stressed from time to time. Stress can give you a rush of energy when it’s needed most. But if stress lasts a long time—a condition known as chronic stress—those “high alert” changes become harmful rather than helpful. Learning healthy ways to cope with stress can also boost your resilience.

### GET QUALITY SLEEP

To fit in everything we want to do in our day, we often sacrifice sleep. But sleep affects both mental and physical health. It’s vital to your well-being. When you’re tired, you can’t function at your best. Sleep helps you think more clearly, have quicker reflexes and focus better. Take steps to make sure you regularly get a good night’s sleep.

### STRENGTHEN SOCIAL CONNECTIONS

Social connections might help protect health and lengthen life. Scientists are finding that our links to others can have



powerful effects on our health—both emotionally and physically. Whether with romantic partners, family, friends, neighbors, or others, social connections can influence our biology and well-being.

## **DISEASE PREVENTION**

### **GET SCREENED FOR DISEASES**

Some screenings can reduce your risk of dying from a disease. But sometimes, experts say, a test may cause more harm than good. Before you get a test, talk with your doctor about the possible benefits and harms to help you decide what's best for your health.

### **GUARD AGAINST GERMS**

For nearly a century, bacteria-fighting drugs known as antibiotics have helped to control and destroy many of the harmful bacteria that can make us sick. But these drugs don't work at all against viruses, such as those that cause colds or flu.

### **PROTECT YOUR BODY'S BACTERIA**

Microscopic creatures—including bacteria, fungi, and viruses—can make you ill. But what you may not realize is that trillions of microbes are living in and on your body right now. Most don't harm you at all. We tend to focus on destroying bad microbes. But taking care of good ones may be even more important.

### **PROTECT YOURSELF AND EVERYONE ELSE FROM DISEASE**

We share more than food and culture within our homes and communities. We can also spread disease. Luckily, we live in a time when vaccines can protect us from many of the most serious illnesses. Staying current on your shots helps you—and your neighbors—avoid getting and spreading disease.

## **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.

## **UPDATE ON 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).

### **HOW CAN I LEARN MORE ABOUT THE PSHBP?**

MHBP's website contains up to date information from the Postal Service on educational materials and resources for the program at [www.mhbp.com/postal-service-health-benefits-program](http://www.mhbp.com/postal-service-health-benefits-program)

USPS and OPM, in consultation with the four Postal Unions, have developed Fact Sheets to provide basic information regarding the PSHBP. There are two Fact Sheets, one for USPS Active Employees and one for USPS Annuitants. These Fact Sheets are available on, LiteBlue, [usps.gov](http://usps.gov) and [KeepingPosted.org](http://KeepingPosted.org). The Fact Sheets are an introduction to further education programs from USPS.

The USPS has developed a five-part educational video series about PSHBP and Medicare. You can access it through [www.keepingposted.org/pshb-videos.htm](http://www.keepingposted.org/pshb-videos.htm) In addition, the Postal Service Benefits and Wellness Team hosts lunch and learn seminars via zoom every other Thursday with 2 sessions, held from noon to 1pm and 4 until 5pm eastern through December. The schedule is available on [www.keepingposted.org/pshb-lunch-learn-seminars.htm](http://www.keepingposted.org/pshb-lunch-learn-seminars.htm) Finally, to ask questions by phone, the

Postal Service has a PSHBP Navigator Line 833-712-PSHB (7742).

## **WHEN DO I NEED TO 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 has been mailed to annuitants. If you have misplaced the notification letter or believe that you are eligible to participate in the Special Enrollment Period and did not receive notification letter, contact the PSHB Navigator Help Line's toll-free number at 833-712-PSHB (7742), or email [retirementbenefits@usps.gov](mailto:retirementbenefits@usps.gov).

Open Season 2024 occurs November 11, 2024 – December 9, 2024, when all Postal Service Active Employees and Annuitants can 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!

### **SOURCES:**

- [National Institutes of Health: https://newsinhealth.nih.gov/](https://www.nih.gov)
- [MHBP.com](http://MHBP.com)

# MHBP STANDARD OPTION: Low rates + rich benefits



## Serving Postal Employees since 1960

The MHBP Standard Option is setting a higher standard for postal and 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.

### STANDARD OPTION BENEFITS INCLUDE:

- Up to \$350 in wellness rewards
- No out-of-pocket costs for maternity care
- No cost for telehealth through Teladoc Health
- No cost MinuteClinic® at a CVS Pharmacy®\*
- 40 alternative care visits per year for chiropractic care and acupuncture
- No cost for Lab Savings Program

### 2024 STANDARD OPTION RATES

Competitive rates with comprehensive coverage and low copays for doctor visits and most services.

#### Biweekly Premiums

Self	\$ 80.61
Self plus One	\$ 185.54
Family	\$ 187.33

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

### CONNECT WITH MHBP



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

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

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

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This is a summary of the MHBP Standard Option plan. Before making the final decision, please read the 2024 official Plan Brochure (RI 71-007). All benefits are subject to the definitions, limitations and exclusions set forth in the 2024 official Plan Brochure.

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# SORTING AND DELIVERY CENTERS

BY TOM RUTHER, NATIONAL CAD REPRESENTATIVE



Under the Postmaster General's Deliver for America plan, the USPS has created a new facility called the Sorting and Delivery Center (S&DC). The S&DC is a concept where they have consolidated small Carrier Stations to create a large facility to house the carriers within a 30-mile radius. The first S&DC opened in November of 2022 in Athens, Ga and over the last 18 months approximately 40 more have opened across the country for a total of 600 to be opened over the next 10 years. The Postal Service states that consolidating carrier stations into S&DCs will save money in transportation, staffing, and rent. With the opening of these facilities, it has given the NPMHU the opportunity to regain the work that was awarded to us through the RI-399 process. While the MH craft has worked in large carrier stations since their inception, many of the small Associate Office did not have enough Mail Handler work to show a need for one to be hired. Under what is termed the 4-hour rule, either craft must show that there is more than 4 hours of continuous work in a facility. While the four hours could be achieved over several functions, sadly in a small station there typically just wasn't enough work. With the new S&DCs and the consolidation of carrier stations, there generally will be at least four hours of continuous work, which means that Mail Handlers (and likely multiple Mail Handlers) should be employed in those new facilities.

Under the RI-399 process, S&DCs are considered new or consolidated facilities. What this means is that upon their activation, the parties are required to meet to discuss and create a jurisdictional inventory. During this process, the

NPMHU must be vigilant in ensuring that the agreed to language in the RI-399 process is followed. The Clerk Craft has been trying to undermine the process by claiming erroneously that since the S&DC are predominantly function 4 facilities, they are the only craft that should work in these operations. The MH craft has a long history of working in both Function 1 and Function 4 operations, with National Arbitrator Eischen putting that argument to bed when he upheld the USPS award of Spreading of the Mail to the MH craft.

## WHAT WORK DOES A MH PERFORM IN AN S&DC?

By following this RI-399 process, the MH craft has been successful at having work at the S&DCs assigned to Mail Handlers. This work includes driving Power Industrial Vehicles, Spreading the Mail to the Carriers, Working Presort mail, allied labor on the SDUS or ADUS, empty equipment processing, and the loading and unloading of trucks.

National President Hogrogian has created a Task Force to prepare the Local Unions on how to create an inventory and secure that MH perform the duties that belong to us. The Task Force consists of John Gibson Eastern Regional VP and Local 308 President, Kelly Dickey Local 322 President, Nick Moser Local 318 President, Teresa Harmon Manager of Contract Administration and myself. The committee will provide training and assistance to Locals that have S&DCs opening within their jurisdiction. The Task Force is to help you fight to make sure that the NPMHU's voice is heard in the formation of these new facilities.



## MY SISTERS ROCK

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

**O**n **March 8, 2024**, we will once again celebrate **International Women's Day**. This is a very important time of acknowledgement of the various accomplishments of women around the nation. **The theme for 2024 is "Inspire Inclusion"**. This will be a day to celebrate the diversity of our sisters and to empower them.

This year's campaign theme demonstrates the crucial role of inclusion in achieving gender equality. It calls for action to break down barriers, challenge stereotypes, and create environments where all women are valued and respected. **Inspire Inclusion** encourages everyone to recognize the unique perspectives and contributions of women from all walks of life.

A key component needed to **Inspire Inclusion** is the promotion of diversity in leadership and decision-making positions. Women, especially those belonging to underrepresented groups, continue to face barriers when seeking leadership roles.

Education and awareness play vital roles in fostering inclusion and empowering women. By providing support and resources, women can be empowered to overcome obstacles and achieve their full potential. This fact is evidenced by the "first" for women throughout the United States Postal Service and our Union. Check out a few facts.

- Women have been shaping postal history since 1775, when Mary Katherine Goddard was appointed as the first woman postmaster in Baltimore.
- Jackie Strange, became the first woman to serve as the USPS Deputy Postmaster General in 1987.
- Sarah Black is the first known woman appointed to carry mail in the United States. She was appointed on April 3, 1845, and her Charleston, MD, mail route garnered her a whopping \$48 per year salary.
- Mary Fields, known as "Stagecoach Mary," is the first known African-American woman to carry mail. Born a slave, Fields was freed after the Civil War.
- In February 2015, Megan Brennan, became the first woman to serve as Postmaster General of the USPS.
- Under the current National President of the NPMHU, Paul Hogrogian, the NPMHU Women's Committee was formed in 2017. Since its inception,



we have seen important issues addressed by this Committee. The women who helped to form and work on this Committee are awesome leaders and champions for ALL of our Union.

- The NPMHU has seen a significant increase in the number of female Local Presidents and Local representatives.
- The NPMHU has a female Contract Administration Manager, Teresa Harmon.
- One of the NPMHU former Women Leaders, Dianne William — Local 304, a great laborer and Unionist, represented us well. She had the opportunity to be interviewed and give a short summary of her insight of women in the USPS. Here's an excerpt of a transcript of her interview. "When I came into the post office in 1969 there were not a whole lot of women in the post office. But I can say from having the positions I've had and doing a lot of travel and getting around to different postal facilities. That has really changed. That has really changed. I think it's gone from like 20 to 30% women to now 60 to 70 percent women really. And women are in every position, have every title there is. And there has just been a big change." — Smithsonian: Women in the US Postal System
- One important fact, which cannot be ignored, is the support of our Union Brothers as the women of this nation advance. We salute our brothers as they also "Inspire Inclusion."



# Hotel discounts just for you

Looking for an **affordable hotel stay**? With Union Plus Hotel Discounts, your next trip just got a lot cheaper. **Save up to 60%** on your favorite hotels and enjoy a **hassle-free booking experience**.



Save at global hotel brands

Book your next hotel stay  
and save on your next trip



See more at  
[unionplus.org](https://unionplus.org)



# THE RULES OF ENGAGEMENT: THE POWER OF A LOCAL – NATIONAL PARTNERSHIP

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



**A**chieving and then defending the rights we have fought for over decades of struggle is inarguably the core function of this great Union. Our National representatives expend tremendous effort and resource fighting for every contractual advantage we can gain, with the unwavering goal of always advancing the interests of all bargaining unit mail handlers. This generally goes underappreciated in my view as does the committed effort made by Local Unions in defending those nationally achieved improvements in the collective bargaining agreement. An agreement, I would argue, that for as far back as I can recall, always makes strides in wages, benefits, and working conditions. As many of you already know, the tremendous challenge of achieving and defending is a never-ending, twenty-four hour, seven-day a week battle with front line supervision and others in management. The employer's representatives never grow weary of inventing new and often absurd ways of violating the National Agreement and our bargained rights. Violations that often include ignoring what most would say is the clear and unambiguous language of our binding

contract. The mental gymnastics and contortions of logic concocted by those management misanthropes are sometimes truly beyond belief but always extremely frustrating to mail handlers and representatives alike. This challenge we have discussed previously, and one that is fully embraced by the overwhelming majority of dedicated NPMHU representatives from the alternate shop steward all the way to the National President and from sea to shining sea.

Our primary protection against these assaults on our contract and common decency are the committed shop stewards and other representatives of the NPMHU who never tire when faced with the multitude of repeat violations perpetrated by a steady stream of the ambitiously stupid in operations management. Those shamelessly willing to violate the terms of the collective bargaining agreement with utter wanton disregard like mindless lemmings over a cliff. Under the barrage of this relentless bad behavior however, we must recognize the stress the employer's objective malevolence places on those actually moving the nation's mail and those defending their rights. Under

these circumstances it should not shock us that there are the occasional cracks in this Union's armor when the frustration of management's actions may raise doubts of our righteous mission and ultimately creep into the minds of the mail handler craft employees and our certified representatives. These moments of uncertainty, these malignancies of purpose, must be exorcised Brothers and Sisters and we are obligated to recognize this rare but very real weakness of spirit, identify its root cause, and vanquish those demons.

First, we must come to terms with the contractual rules of engagement, which can be frustrating, but not all that complicated. We must accept the fact that the employer will violate the contract. They will do this over and over again and it is unlikely they will ever stop violating the contract. Be not dismayed however, as it is also a certainty that this Union will always stand up in defiance of their actions and strive to make those harmed whole. This conflict is timeless. Whether they violate the terms of the National Agreement, the Local Memorandum of Understanding, or the scores of postal handbooks and manuals that govern



the mail processing environment, as sure as the sun will rise, the employer will violate the contract. There is no magic bullet to stop the repeat offenders. A single settlement for a violation of Article 1.6 of the National Agreement for example, pronouncing the employer's promise to "cease and desist the violation as described and make the harmed whole at the overtime rate of pay" is never the last word on the subject. At their very next opportunity they'll be at it again. This is the unfortunate reality of the work floor. If your rights have been violated you have been harmed in some way or another, financial or otherwise. The only contractual path to making one whole is through the filing of a grievance per Article 15 of our National Agreement. (*On the subject of our National Agreement, please know that the most recent version of the "rules of engagement" is available to members in both hard copy through your Local Union office and/or electronically at the National's website (npmhu.org). I wholeheartedly recommend picking up a copy or viewing it on your favorite device.*) Filing a grievance at the source of the violation, at the Step 1 level of the grievance-arbitration

process, is the most appropriate and the most effective first step method to address these matters. This is the exclusive and very powerful function of the Local Union. The "rules" demand this course of action and time, Brothers and Sisters, is of the essence. Challenging the employer within fourteen days of knowledge of the violation is the contractual requirement.

All mail handlers and representatives whose frustration threatens to get the better of them, who may, momentarily, grow weary of the day-to-day struggle, must find solace in the fact that you are never alone in your defense of our contractual rights. There is great comfort and strength in the fact that this Union always has your back, both locally and nationally and any management misconduct we might face, we face together and can be no match for our collective purpose. There is great power in our National and Local Union partnership and that power is readily accessible through the filing of a grievance at the source of the infraction. Sisters and Brothers, each and every time we file a grievance or raise an objection to the conduct of management, we strengthen this Union. We strengthen our position

in the workplace when we demand compliance with the rules and insist on a make whole remedy for each transgression. This is how we exorcise those demons of doubt or frustration by meeting the challenge we fortify the cause. Equally, every time we do not seize the opportunity to question management on a violation of the collective bargaining agreement, we weaken our position. For me, it is that simple. Let them get away with it, they win. Challenge the violation every time, we win. When we miss the chance, we only embolden the bad guys. This, my friends, cannot stand as we are fully armed for the task at hand and letting them off the hook is not an option.

This strength lies with what we know as a collective. We are a hell of a lot stronger together than we are as individuals. Our clear and overwhelming advantage lies with the local and national resources at our disposal. We have all the contractual resources at our disposal, and perhaps most importantly, top-notch human resources at the national and local levels always available and willing to assist. This is the partnership; this is the promise of this great Union.



# “SAFETY, AN OUNCE OF PREVENTION IS WORTH A POUND OF CURE”

EUGENE HORTON, NATIONAL CAD REPRESENTATIVE



In an ever-changing Postal Service we've withstood a COVID-19 pandemic, the fallout of Postal Realignment and Restructuring reducing 7 Areas to 4, a round of bargaining between the NPMHU/USPS, the establishing of a 10-year "Delivering for America" Plan. Amidst all of the revenue spent to achieve the mission of the 10-year plan, the Postal Service has not made a single financial, investment into the preserving the health and safety of our most precious commodity, the workforce, specifically, the Mail Handlers. None of the correspondence disseminated from Postal HQs makes even a mere mention of "Safety." It is as if our safety was intentionally omitted from the text of the 10-year plan. Put simply, safety and health for all intent and purpose lost its priority.

Members of the Joint Safety & Health Committee (JS&HC) recently met to discuss the revamping of safety and health activities across the country. We discussed that during the most health-challenged times in recent history of America, safety and health within the Postal Service was virtually non-existent. At the start of the pandemic, with virtual meetings in its infancy state, meetings were unsafe due to the lack of social distancing and other factors. The Realignment also adversely effected our safety and Health committees, given that the Postal Service reassigned qualified Safety Specialists from their safety positions to other non-safety positions within the Postal Service.

The JS&HC had discussions into various topics from accident and incident reporting, reporting potential hazards through abatement, processing HAZMAT on processing

machines, Flex Rover Sorter batteries catching fire during changing, bargained for training opportunities for regional representatives, and the growing concerns of potential violence in the workplace.

## ACCIDENT/INCIDENT REPORTING

Too many accidents/incidents occur but are never reported because of the stigma, and the concern that the employee will be disciplined/separated. This is commonplace amongst our newer employees. Injuries are sustained and no CA-1 is executed on the injured employee's behalf by the Service.

## REPORTING POTENTIAL HAZARDS THROUGH ABATEMENT

PS Form 1767's remains the proper form to make the Service aware of a potential hazard as well as the receipt for the ways and means in which the potential hazard was abated. These forms are made a part of the record at the respective District's Safety & Health Management Toolkit.

## PROCESSING HAZMAT ON MAIL PROCESSING EQUIPMENT

The JS&HC discussed the implementation of this practice as well as the concerns for potential mercury spills and spreading. The processing on the mail processing equipment as explained is separations of Surface and Air. For example: lithium batteries are considered mailable only by surface means. They're prohibited from air transport. The JS&HC will continue to discuss HAZMAT to ensure that it includes Mercury Spills.



### **FLEX ROVER SORTER BATTERIES CATCHING FIRE**

There were two incidents where lithium batteries caught fire in the same installation during the battery exchange. While the incidents were isolated to one facility, the Service, maintenance, and the manufacturer investigated the events which caused these highly flammable batteries to ignite and created a new MMO-123-23 as a preventive measure. This item was tabled by the JS&HC for the next meeting.

### **REGIONAL/AREA SAFETY & HEALTH REP TRAINING OPPORTUNITIES**

The JS&HC agreed when we revamp the Safety & Health Committees, the starting point to be effective is that our committee representatives are up to par with their counterparts with identical training as agreed upon. The JS&HC is looking into providing the training materials via a link, digital means or, hardcopies to the NPMHU.

### **POTENTIAL VIOLENCE IN THE WORKPLACE**

As unfortunate as this topic is to discuss, it nonetheless needs to be discussed. Our membership is being subjected to bullying tactics by the hands of management. Systemic tactics include taking mail handlers off the clock when they're at work, misuse of the emergency procedures of 16.7, like an Indefinite Suspension, and never issuing subsequent discipline, to outright taunting these mail handlers to a fight. The need for intervention into some of these facilities is an absolute must.

### **TRANSPORTING DOUBLE-STACKED, CARDBOARD GAYLORD/TRI-WALLS (INSIDE FACILITIES)**

This is an absolute "No-No." The JS&HC had lengthy discussions with regards to why the NPMHU takes the position that this practice should not be permitted. The NPMHU stressed that there is no support for finding that this practice to be safe. The cardboard isn't stable enough to support the weight of another cardboard container of mail without collapsing while transporting. In fact, the PO-502 prohibits the transporting of double and or triple stacked, empty wire containers throughout the facility. The NPMHU called for an immediate cease on this practice until we have something definitive suggesting otherwise. The Service will research and follow up on this with us.

We agreed the HQs level would serve as a "model situation" for the lower levels. We would ensure the regional/area level committees would receive the direct support from the HQs level through our respective HQs representatives. We further agreed that the regional/area committees would mirror in identical support to their respective district committees and the districts to their respective installation level committees. Effective communication between the levels of the safety & health committees will quickly bridge the gap between accident/incident reporting and abatement. We will continue to ensure that "Safety" will be given the priority it properly deserves going forwards.



# NATIONAL POSTAL MAIL HANDLERS UNION

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

DECEMBER 31, 2022 AND 2021

## ASSETS

	2022	2021
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	\$12,485,078	\$11,066,164
Accounts receivable - local unions	51,004	39,806
Accounts receivable - other	2,237,331	2,141,098
Tax refunds receivable	1,101,863	1,815,025
Interest receivable	70,250	35,736
Prepaid expenses	267,896	211,522
Total current assets	16,213,422	15,309,351
<b>INVESTMENTS</b>		
Marketable securities — at fair value	6,030,387	7,206,037
<b>FIXED ASSETS</b>		
Furniture, fixtures and equipment	248,137	248,137
Computer Equipment & Software	1,800,461	1,769,973
Leasehold improvements	491,876	490,156
	2,540,474	2,508,266
Accumulated depreciation and amortization	(2,120,955)	(2,002,183)
Total fixed assets	419,519	506,083
<b>RIGHT-OF-USE ASSETS</b>	3,047,122	-
<b>OTHER ASSETS</b>		
Deposits	252,577	300,963
Net funded pension asset	-	1,809,874
Total other assets	252,577	2,110,837
<b>TOTAL ASSETS</b>	\$25,963,027	\$25,132,308

## LIABILITIES

<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued expenses	\$2,575,207	\$2,351,402
Dues collected for local unions	609,064	452,908
Deferred registration fees	-	17,750
Deferred dues revenue	273,907	26,414
Lease liabilities	555,223	-
Deferred rent liability	-	116,885
Net funded pension liability	102,925	-
Total current liabilities	4,116,326	2,965,359
<b>LONG-TERM LIABILITIES</b>		
Lease liabilities — long term	2,658,259	-
Deferred rent liability	-	33,208
Total long-term liabilities	2,658,259	33,208
<b>TOTAL LIABILITIES</b>	6,774,585	2,998,567
<b>NET ASSETS WITHOUT DONOR RESTRICTIONS</b>	19,188,442	22,133,741
<b>TOTAL LIABILITIES AND NET ASSETS WITHOUT DONOR RESTRICTIONS</b>	\$25,963,027	\$25,132,308

## STATEMENTS OF ACTIVITIES

	2022	2021
<b>REVENUE</b>		
Per capita assessments		
Member per capita	\$9,384,703	\$8,587,159
Associate per capita	951,390	970,515
	10,336,093	9,557,674
MHBP service fee	6,411,188	5,629,692
Investment return, net	(381,157)	(45,708)
National Billing Program	114,354	138,574
Royalties	247,553	261,183
Miscellaneous	41,531	19,611
Total revenue	16,769,562	15,561,026
<b>EXPENSES</b>		
Per capita taxes	2,745,915	2,652,767
Salaries and wages	3,289,422	3,239,471
Payroll taxes and employee benefits	1,774,992	1,604,921
Net periodic pension cost - service cost	291,392	399,613
Other components of net periodic pension cost	(114,210)	(79,609)
Revenue Sharing Program, net	2,758,713	2,626,808
Income and property taxes	1,497,739	1,285,507
Automobile and housing	129,968	130,295
Bank charges	69,885	70,491
Charitable contributions	28,433	33,958
Computer services	95,969	91,876
Convention	1,766,682	5,411
Depreciation and amortization	119,866	263,609
Insurance and bonding	34,987	30,005
Leased equipment	24,482	24,795
Meetings and conferences	302,328	243,320
Miscellaneous	7,825	7,615
Office supplies and postage	189,090	156,668
Printing and publications	579,648	450,682
Professional fees	790,100	654,228
Rent	557,252	558,547
Repairs and maintenance	44,101	33,143
Scholarships	44,500	42,000
Telephone	66,964	88,495
Travel and lodging	383,201	255,845
Total expenses	17,479,244	14,870,461
<b>EXCESS OF REVENUE OVER EXPENSES</b>	(709,682)	690,565
Pension-related changes other than net periodic pension cost	(2,235,617)	494,950
Increase in net assets without donor restrictions	(2,945,299)	1,185,515
<b>NET ASSETS WITHOUT DONOR RESTRICTIONS</b>		
Beginning of year	22,133,741	20,948,226
End of year	\$19,188,442	\$22,133,741



# WAGE CHARTS EFFECTIVE MARCH 9, 2024

**Effective March 9, 2024 (Pay Period 07-2024)**, all career Mail Handler craft employees are scheduled to receive a cost-of-living (COLA) adjustment as outlined in Article 9.3 of the 2022 National Agreement. This is the third of six possible COLA increases under the terms of the current agreement. This COLA increase is based on the upward change in the relevant Consumer

Price Index (CPI) following release of the January 2024 Index, using the July 2022 CPI index as a base. The resulting calculation provides an annual increase of \$353 for all Steps in Table 1 and for Step P of Table 2. The remaining Steps in Table 2 will receive the proportional COLA increase percentages as outlined in Article 9.3 of the National Agreement.

## MAIL HANDLER WAGE RATES — EFFECTIVE MARCH 9, 2024 (PP 07-2024) 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	\$50,055	\$1,925	\$24.06	\$36.09	\$25.13	88	AA	\$51,821	\$1,993	\$24.91	\$37.37	\$26.01
88	A	\$55,059	\$2,118	\$26.47	\$39.71	\$27.64	88	A	\$56,834	\$2,186	\$27.32	\$40.98	\$28.53
88	B	\$61,358	\$2,360	\$29.50	\$44.25	\$30.80	88	B	\$63,562	\$2,445	\$30.56	\$45.84	\$31.91
44	C	\$64,336	\$2,474	\$30.93	\$46.40	\$32.30	44	C	\$66,620	\$2,562	\$32.03	\$48.05	\$33.44
44	D	\$68,717	\$2,643	\$33.04	\$49.56	\$34.50	44	D	\$69,577	\$2,676	\$33.45	\$50.18	\$34.93
44	E	\$69,069	\$2,657	\$33.21	\$49.82	\$34.67	44	E	\$69,960	\$2,691	\$33.63	\$50.45	\$35.12
44	F	\$69,428	\$2,670	\$33.38	\$50.07	\$34.85	44	F	\$70,348	\$2,706	\$33.82	\$50.73	\$35.32
44	G	\$69,778	\$2,684	\$33.55	\$50.33	\$35.03	44	G	\$70,721	\$2,720	\$34.00	\$51.00	\$35.50
44	H	\$70,136	\$2,698	\$33.72	\$50.58	\$35.21	44	H	\$71,106	\$2,735	\$34.19	\$51.29	\$35.70
44	I	\$70,491	\$2,711	\$33.89	\$50.84	\$35.39	44	I	\$71,493	\$2,750	\$34.37	\$51.56	\$35.89
34	J	\$70,853	\$2,725	\$34.06	\$51.09	\$35.57	34	J	\$71,873	\$2,764	\$34.55	\$51.83	\$36.08
34	K	\$71,202	\$2,739	\$34.23	\$51.35	\$35.74	34	K	\$72,254	\$2,779	\$34.74	\$52.11	\$36.27
26	L	\$71,560	\$2,752	\$34.40	\$51.60	\$35.92	26	L	\$72,633	\$2,794	\$34.92	\$52.38	\$36.46
26	M	\$71,915	\$2,766	\$34.57	\$51.86	\$36.10	26	M	\$73,020	\$2,808	\$35.11	\$52.67	\$36.66
24	N	\$72,271	\$2,780	\$34.75	\$52.13	\$36.28	24	N	\$73,406	\$2,823	\$35.29	\$52.94	\$36.85
24	O	\$72,624	\$2,793	\$34.92	\$52.38	\$36.46	24	O	\$73,779	\$2,838	\$35.47	\$53.21	\$37.04
	P	\$72,981	\$2,807	\$35.09	\$52.64	\$36.64		P	\$74,163	\$2,852	\$35.66	\$53.49	\$37.23

NOTE: This schedule reflects a \$353 Cost of Living Adjustment effective March 9, 2024 (PP 07-2024)

## MAIL HANDLER WAGE RATES — EFFECTIVE MARCH 9, 2024 (PP 07-2024) 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	\$44,169	\$1,699	\$21.24	\$31.86	\$22.17	48	AA	\$45,789	\$1,761	\$22.01	\$33.02	\$22.99
48	A	\$46,009	\$1,770	\$22.12	\$33.18	\$23.10	48	A	\$47,606	\$1,831	\$22.89	\$34.34	\$23.90
48	B	\$47,403	\$1,823	\$22.79	\$34.19	\$23.80	48	B	\$48,957	\$1,883	\$23.54	\$35.31	\$24.58
48	C	\$49,228	\$1,893	\$23.67	\$35.51	\$24.71	48	C	\$50,755	\$1,952	\$24.40	\$36.60	\$25.48
48	D	\$51,059	\$1,964	\$24.55	\$36.83	\$25.63	48	D	\$52,559	\$2,022	\$25.27	\$37.91	\$26.39
48	E	\$52,885	\$2,034	\$25.43	\$38.15	\$26.55	48	E	\$54,358	\$2,091	\$26.13	\$39.20	\$27.29
48	F	\$54,715	\$2,104	\$26.31	\$39.47	\$27.47	48	F	\$56,160	\$2,160	\$27.00	\$40.50	\$28.19
48	G	\$56,540	\$2,175	\$27.18	\$40.77	\$28.38	48	G	\$57,958	\$2,229	\$27.86	\$41.79	\$29.10
48	H	\$58,365	\$2,245	\$28.06	\$42.09	\$29.30	48	H	\$59,759	\$2,298	\$28.73	\$43.10	\$30.00
48	I	\$60,192	\$2,315	\$28.94	\$43.41	\$30.22	48	I	\$61,558	\$2,368	\$29.60	\$44.40	\$30.90
48	J	\$62,017	\$2,385	\$29.82	\$44.73	\$31.13	48	J	\$63,360	\$2,437	\$30.46	\$45.69	\$31.81
48	K	\$63,846	\$2,456	\$30.70	\$46.05	\$32.05	48	K	\$65,161	\$2,506	\$31.33	\$47.00	\$32.71
48	L	\$65,675	\$2,526	\$31.57	\$47.36	\$32.97	48	L	\$66,962	\$2,575	\$32.19	\$48.29	\$33.62
48	M	\$67,500	\$2,596	\$32.45	\$48.68	\$33.89	48	M	\$68,763	\$2,645	\$33.06	\$49.59	\$34.52
48	N	\$69,326	\$2,666	\$33.33	\$50.00	\$34.80	48	N	\$70,564	\$2,714	\$33.93	\$50.90	\$35.42
48	O	\$71,158	\$2,737	\$34.21	\$51.32	\$35.72	48	O	\$72,364	\$2,783	\$34.79	\$52.19	\$36.33
	P	\$72,981	\$2,807	\$35.09	\$52.64	\$36.64		P	\$74,163	\$2,852	\$35.66	\$53.49	\$37.23

NOTE: This schedule reflects a \$353 Cost of Living Adjustment effective March 9, 2024 (PP 07-2024)

## Full-Time Flexible Mail Handler Wage Rates — Effective March 9, 2024 (PP07-2024)

GRADE 4						GRADE 5					
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	HOURLY	OVERTIME	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	HOURLY	OVERTIME
48	FTF	\$42,352	\$1,629	\$20.36	\$30.54	48	FTF	\$43,999	\$1,692	\$21.15	\$31.73

NOTE: This schedule reflects a \$353 Cost of Living Adjustment effective March 9, 2024 (PP 07-2024)

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: MHA will advance to Step B after 26 weeks.

# MAIL HANDLERS

## ACROSS THE COUNTRY →



### LOCAL 300

Local 300 members attended a function with Representative Grace Meng (D-NY-06). Pictured (l-r) Brooklyn Branch Safety Coordinator Billy Grant, Branch President Brooklyn Howie Spindler, Local 300 SEBM Malik Sheppard, Local 300 President Yvette Johnson, Representative Grace Meng (D-NY-06), Chief Shop Steward, Brooklyn Atika Muhammad, Alternate Shop Steward, Brooklyn Matthew Nazario.



### LOCAL 302

The California Postal Coalition meeting. The California Postal Coalition is a group consisting of members from all California Postal unions, coalitions and retiree organizations including NALC, APWU, NRLCA, NPMHU, NAPS and NARFE. Pictured: Standing (l-r) Local 302 President Tony Coleman, Local 302 Steward (Sacramento) Liz Anderson, Local 302 Steward (Sacramento) Carlos Guizar, National Legislative and Political Director Katie Maddocks, and Local 302 Treasurer Shawn Dalton.





## LOCAL 309

Local 309 members joined Representative Brian Higgins (D-NY) at a Save the Service rally to oppose the movement of mail. Local personnel attending the rally were pictured (l-r) Al Raclawski Branch President Buffalo, Michele Pierce Alternate Steward Buffalo, Congressman (D-NY-26) Brian Higgins, Local President Lisa Pruchnicki, Steward James Jacobson, and Alternate Steward Davonna White.



## LOCAL 309 SWEARING IN

National President Paul Hogrogian and National Secretary-Treasurer Kevin Tabarus were both on hand for the swearing in for newly elected Local 309 officers. Pictured (l-r) Front Row: National President Paul Hogrogian, Local 309 SEBM Rebecca Bicksler, Local 309 Recording Secretary Tanya DeRouville, Local 309 Treasurer Joyce Miskell. Back Row: Local 309 Vice President Jerry Smith, Branch President NW Rochester P&DC Fredrick Crowley, Branch President Syracuse, NY Mario Carbone, Branch President Buffalo, NY Alois Raclawski, Local 309 President Lisa Pruchnicki and National Secretary-Treasurer Kevin Tabarus





# MAIL HANDLERS ACROSS THE COUNTRY →



## LOCAL 322 SWEARING IN

NPMHU National Secretary-Treasurer Kevin Tabarus and Vice President Eastern Region John Gibson attended the swearing in ceremony for the newly elected officers of Local 322. Pictured NPMHU Vice President Eastern Region John Gibson, Local 322 Treasurer Donna Truschel, Branch President Pennwood Place Debbie Stophel, Local 322 SEBM Kam Collins, Local 322 Vice President Bill Best, Branch President Pittsburgh NDC Joe Fitzgerald, Local 322 President Kelly Dickey, Local 322 Recording Secretary Ryan Pigmon and National Secretary Treasurer Kevin Tabarus. (Not pictured, Branch President Pittsburgh GMF Jason Bankston)







**LOCAL 322**

Local 322 President Kelly Dickey had a meeting with Representative Summer Lee (D-PA).



**LOCAL 334**

Local 334 Officers had the opportunity to meet with Postmaster General Louis Dejoy as he was touring various facilities in the South Carolina region. Pictured (l-r) Local 334 President Sheldon Adams, Postmaster General Louis Dejoy, Local 334 Treasurer Alexander Adams and Local 334 Vice President John Del Grosso.



**LOCAL 331**

National Secretary -Treasurer Kevin Tabarus and Vice President Western Region Don Sneesby were on hand to swear in the newly elected officers of Local 331. Pictured (l-r) Local 331 Former Treasurer Max Jaramillo, Local 331 SEBM Dylan Tuss, National Secretary-Treasurer Kevin Tabarus, Local 331 President David Wisneski, Vice President Western Region Don Sneesby and Local 331 Vice President Cameron Worthington.



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\* Please refer to the chart on [MHBP.com/dental-plan/](https://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.

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