





# BETTING ON THE FUTURE, WE'RE ALL IN

2024 CONVENTION | LAS VEGAS, NEVADA

The National Postal Mail Handlers 2024 National Convention was held in Las Vegas, Nevada from August 19 through August 23, 2024. The theme of this year's Convention was **"BETTING ON THE FUTURE, WE'RE ALL IN"**. This theme reflects the value and vision that every Mail Handler member brings to our collective economic, political, and workplace struggles.

Delegates from thirty-five Locals gathered in the Augustus Ballroom of Caesars Palace for each day of Convention business. The quadrennial Convention is the supreme governing body of the NPMHU and helps set its course for the years to come. In accordance with the NPMHU's belief in democracy and fair representation, approximately 350 delegates convened at the Convention to amend the NPMHU constitutions, examine important issues facing the Union, and pass resolutions to guide policy for the next four years.

# 2024 CONVENTION

## PREPARATIONS

Preparations for most NPMHU National Conventions take place over the course of a little more than a year. Over this past year, NPMHU staff at the National Office have been working hard to finalize the planning and details needed for a successful convention. The Locals were also busy conducting delegate elections.

Starting in May 2024, Convention Committees began meeting in Washington, DC to review the issues facing this Convention: national officer elections, delegate credentials, convention rules, resolutions, and proposed constitutional amendments. The Committees which were selected for this National Convention and their respective chairs are listed below:

- Committee to Elect the Election Committee, Greg Newsome (Local 306)
- Credentials Committee, Yvette Johnson (Local 300)
- Rules Committee, John Gibson (Local 308 and Eastern Regional VP/NEB)
- Constitution Committee, David Wilkin (Northeast Regional VP/NEB)
- Legislative and Political Committee, June Harris (Local 306 and Central Regional VP/NEB)
- Resolutions Committee, Lawrence Sapp (Southern Regional VP/NEB)

The Constitution Committee discussed fifty-two proposed amendments, recommending many for adoption and leaving others to be brought up by delegates on the Convention floor. The Resolutions Committee received a total of twenty-six proposed resolutions. The Resolutions Committee discussed fourteen proposed resolutions and referred twelve to the Legislative and Political Committee. All the recommended amendments and resolutions approved by these committees, as well as copies of those properly submitted but not recommended, were included in the Convention reports.



Constitution Committee



Legislative and Political Committee



Rules Committee



NPMHU National Staff



NPMHU National Executive Board



AETNA Executive Director,  
Federal Accounts Pamela Barrett



Committee to Elect the Election Committee



Credentials Committee



Resolutions Committee



Women's Committee



### NPMHU COMES TO LAS VEGAS, NEVADA

Amongst the first to arrive in Las Vegas were staff members of the NPMHU National Office and the National Executive Board. Upon arrival in Las Vegas, staff members worked round-the-clock to prepare for a productive Convention: unloading pallets of boxes, processing and distributing convention materials, and doing all they could to ensure that the Convention ran smoothly.

On Wednesday, August 14<sup>th</sup> and Thursday August 15<sup>th</sup>, the National Executive Board met for their quarterly meeting and to finalize convention plans.

Following the National Executive Board meetings, members of the different convention committees began to arrive. Building on the meetings that took place in Washington, DC, these committees met again in Las Vegas to finalize their work.

# LOCAL PRESIDENTS



**Local 297 President**  
Chris Bentley



**Local 299 President**  
Keala Parker



**Local 300 President**  
Yvette Johnson



**Local 301 President**  
Dan St. Marie



**Local 302 President**  
Tony Coleman



**Local 303 President**  
Juan Torres



**Local 304 President**  
Gregory Hill



**Local 305 President**  
Felendria Jackson



**Local 307 President**  
Jim Haggarty



**Local 309 President**  
Lisa Pruchnicki



**Local 310 President**  
Lisa Greer



**Local 311 President**  
Charles Charleston



**Local 312 President**  
Troy Davis



**Local 313 President**  
Maurice Torres



**Local 315 President**  
Bryan Easley



**Local 317 President**  
Charles Harris



**Local 318 President**  
Nick Mosezar



**Local 320 President**  
Bernie Gonzalez



**Local 321 President**  
Tony Wilson



**Local 322 President**  
Kelly Dickey



**Local 323 President**  
Jeff Larsen



**Local 324 President**  
Carmalita Reynolds



**Local 325 President**  
Dwayne Williams



**Local 327 President**  
Steve Buksch



**Local 328 President**  
Todd Larson



**Local 329 President**  
John (JR) Macon



**Local 330 President**  
Bob Griffith



**Local 331 President**  
Dave Wisneski



**Local 332 President**  
Edvina Tesch



**Local 333 President**  
Monica Marshall



**Local 334 President**  
Sheldon Adams



**Vice President Southern Region Lawrence Sapp**



**National President Paul V. Hogrogian**

The Credentials Committee met first, on Friday, August 16<sup>th</sup>. Since its initial meetings in June, where the Committee reviewed and certified the list of delegates, the Committee processed multiple delegate changes, including withdrawals and substitutions. At its meetings in Las Vegas, the Credentials Committee approved its report and finalized the list of certified delegates to be seated at the Convention.

The Constitution Committee also met in Las Vegas to prepare for the discussion on the Convention floor. It reviewed the Committee's recommended amendments to the National and Uniform Local Union Constitution and prepared to explain their proposals and to provide the rationale for those proposals that were not recommended.

On August 17<sup>th</sup>, the Rules Committee met to approve the procedures and policies to guide the convention and ensure that all delegates are heard freely and fairly.

That same day, the Resolutions and Legislative and Political Committees also met to finalize their recommendations for proposals to advance the NPMHU's legislative and political agenda. With election season upon us, these resolutions



**Vice President Northeast Region David Wilkin**



**Vice President Central Region June Harris**





Vice President Western Region Don Sneesby



National Secretary-Treasurer Kevin P. Tabarus



Vice President Eastern Region John Gibson

are especially important and will form the foundation of our advocacy to the members of Congress and the public at-large.

By Sunday, August 18<sup>th</sup>, delegates from all over the country began to arrive. Registration ran smoothly. This convention was the second to have gone fully digital with delegates accessing the Convention schedule and committee reports online.

### DAY 1: MONDAY, AUGUST 19

The 2024 NPMHU Quadrennial Convention convened in the Augustus Ballroom. The Local Union Presidents, followed by members of the National Executive Board, were introduced as they entered the conventional hall, and they received rousing applause from the assembled delegates. National President Paul Hogrogian called the convention to order, followed by Brother Jesse Givens of Local 311 who delivered the invocation to officially kick off the convention. The Clark High School Naval Junior ROTC Unit performed the presentation of colors, followed by a beautiful rendition of the national anthem from Retired Sergeant First Class Timothy Wells of the United States Army Field Band.

After a gracious welcome from Local 303 President Juan Torres, delegates and guests heard from inspiring speakers: National President Emeritus John Hegarty reflected fondly on his time in the union; Las Vegas Mayor Carolyn Goodman gave a warm welcome to Las Vegas; and National Association of Letter Carriers President Brian Renfroe called for unity amongst postal unions as the postal service modernizes and promised to have the NPMHU's back in their upcoming round of bargaining.

Delegates were also greeted by video presentations from numerous elected officials: Nevada Senator Jackie Rosen, Michigan Senator Gary Peters, and Democratic Minority Leader of the House Hakeem Jeffries, each of whom expressed their firm belief in the Postal Service and gratitude for the Mail Handler craft.

Chairperson Yvette Johnson presented the initial report of the Credentials Committee.

Next, Chairperson Greg Newsome, Committee to Elect the Election Committee presented a video detailing the election process and went over each of the twenty-six rules.

Nominations for the Election Committee ran smoothly, the following five nominees consented to their nominations:

- Charles Johnson, Jr. (Local 304)
- Manuel Lazu (Local 306)
- Vel Lewis (Local 311)
- Debbie Retter (Local 316)
- Lolita Wallace (Local 307)

Finally, the Rules Committee delivered its report through chairperson John Gibson. All thirty-two rules were approved unanimously.

Throughout the afternoon, delegates cast their votes for the Judges of Election for the National Election of Officers.

The delegates enjoyed a dinner reception to honor Dave Wilkin, Northeast Regional Vice President and Lawrence Sapp, Southern Regional Vice President, both of whom are retiring members of the National Executive Board.



# 2024 CONVENTION

## DAY 2: TUESDAY, AUGUST 20

On Tuesday morning, the delegates once again convened in the Augustus Ballroom. After opening remarks from National Secretary-Treasurer Kevin Tabarus, Brother Wayne Campbell of Local 318 opened the day's session with a moving invocation. Veterans and active-duty Mail Handlers were honored in a stirring salute to our troops. Then, the National Office staff team took the stage and received resounding applause. The Union is deeply grateful for all their hard work.

Credentials Committee Chairperson Yvette Johnson gave a supplemental report.

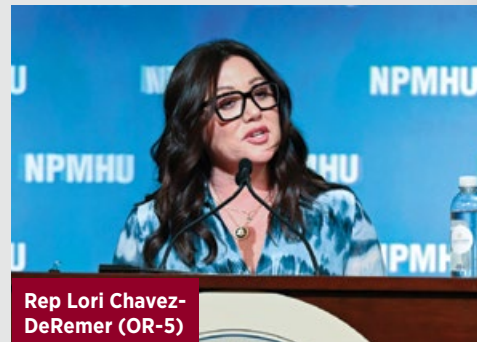
Chairperson Greg Newsome of the Committee to Elect the Election Committee announced the results for the election of judges for the election of national officers:

- Charles Johnson, Jr. (Local 304)
- Manuel Lazu (Local 306)
- Debbie Retter (Local 316)

President Paul Hogrogian welcomed the newly elected judges to the convention stage so that they could present to the delegates the rules for the primary officer elections that were scheduled for Wednesday morning.



Retired NPMHU Secretary-Treasurer Michael Hora



Rep Lori Chavez-DeRemer (OR-5)



NPMHU Secretary-Treasurer Emeritus Mark Gardner



NPMHU Local Presidents



Las Vegas Mayor Carolyn Goodman



NRLCA President Don Maston



NPMHU President Emeritus John F. Hegarty

Manuel Lazú then opened the floor for nominations of National Officers. National President Paul Hogrogian was re-elected by acclamation. National Secretary-Treasurer Kevin Tabarus was elected by acclamation. Dan St. Marie was elected to the position of Vice President for the Northeast Region by acclamation. All received thunderous applause from the delegates.

Also nominated for the following positions were:

**VICE PRESIDENT, CENTRAL REGION:**

- Chris Bentley
- June Harris

**VICE PRESIDENT, EASTERN REGION:**

- Felandria Jackson
- John Gibson

**VICE PRESIDENT, SOUTHERN REGION:**

- John (J.R.) Macon
- Nick Mosezar
- Roxie Olds Pride

**VICE PRESIDENT, WESTERN REGION:**

- Van Cunningham
- Don Sneesby

Following the nominations, delegates then welcomed the leaders of two proud labor unions.

First, Michael Sabitoni, General Secretary-Treasurer of LiUNA, gave a rousing and inspiring speech declaring first and foremost that any attack on the NPMHU is an attack on LiUNA and that the NPMHU will always have LiUNA's full

# LOCAL UNION DELEGATIONS



Local 297



Local 300



Local 301



Local 307



Local 302



Local 303



Local 304



Local 305



Local 306



Local 321



Local 309



Local 310



Local 311



Local 313



Local 308



Local 316

# LOCAL UNION DELEGATIONS *CONTINUED*



Local 318



Local 333



Local 317



Local 322



Local 323



Local 329



Local 334

resources and support. General Secretary-Treasurer Sabitoni then emphasized the high stakes of the upcoming presidential election. He implored delegates to vote for union rights in November and to mobilize others to do the same. LiUNA General President Brent Booker closed the LiUNA presentation with a video message expressing his gratitude and solidarity.

Next, Donald Maston, National President of the National Rural Letter Carriers Association, gave his remarks. He acknowledged the difficult work that Mail Handlers do every day as the backbone of the postal community, lauded the NPMHU's steadfast commitment to its principles, and reflected on the proud history of Postal Service workers fighting alongside each other for their collective rights. His message was straightforward: Together, the two unions can stand stronger for what's just and fair.

Pam Barrett, Executive Director of Federal Accounts for AETNA, and Nina Gallaresi, the Executive Director of the Mail Handler Benefit Plan, then highlighted the full range of benefits that are available through the MHBP, the work the plan is doing to keep premiums competitive, and that, because of the hard work of Mail Handlers across the country, membership in MHBP is growing. Their words instilled confidence in the continual growth of the Mail Handler Benefit Plan.

Tuesday's session concluded with a presentation by Brother Dave Wilkin, the Chairperson of the Constitution Committee. Chairperson Wilkin began the delegates' consideration of the proposed constitutional amendments recommended by the Committee with the remainder of the proposed amendments to be considered the following day. Thank you to Vice President Wilkin for his tireless work on behalf of our Union.

**DAY 3: WEDNESDAY, AUGUST 21**

As announced Tuesday, there were three candidates nominated for the position of Vice President, Southern Region. As a result, delegates spent Wednesday morning voting in a primary election for that position. J.R. Macon and Nick Mosezar received the highest votes and will appear on the mail ballot in the election this coming fall.

The Convention reconvened in the early afternoon with Sister June Harris of Local 306 opening the session with a poignant invocation during which delegates kept Brothers and Sisters who have lost loved ones in their thoughts.

The National Officers then presented their reports to the assembled delegates. National President Paul Hogrogian spoke first, beginning with the message that the state of the Union is strong. Looking back over the past few years, National President Hogrogian described the heroic and courageous work Mail Handlers performed during the COVID-19 pandemic and our Union's pivotal role in the 2020 general and 2022 mid-term elections. National President Hogrogian also described the successes the Union achieved in negotiating the 2022 National Agreement and in working with the Postal Service to insource Mail Handler jobs that had previously been subcontracted.

National President Hogrogian then turned to the challenges ahead and in particular the NPMHU's response to the Postal Service's Delivering for America 10-year plan. National President Hogrogian spoke decisively about the need of Mail Handlers from the National to Local to Branch levels to fight to ensure that every position that is properly within the Mail Handler craft be assigned to our Union.



LiUNA General Secretary-Treasurer Michael Sabitoni



# 2024 CONVENTION



National President Hogrogian concluded his remarks by reiterating the truth that the NPMHU derives its strength from its members and that, by drawing on our collective expertise, the Union can prevail through any challenge.

Next, National Secretary-Treasurer Kevin Tabarus delivered the Report of the National Secretary-Treasurer. He began by highlighting that the decisions made during the 2020 National Convention have helped provide the Union with financial security so that the Union has the resources to fight the challenges ahead.

That said, the NPMHU will not rest on its laurels. National Secretary-Treasurer Tabarus discussed the growth of the Mail Handler craft: in six years, our craft has grown by more than 20%. He made a rousing call for immediate widespread efforts to continue not only to grow the size of the craft but also the membership of the Union.

Following the reports of the National Officers, delegates next heard from more guest speakers: Oregon Congressional Representative Lori Chavez DeRemer discussed the various legislation to protect Postal Service workers for which she has advocated; AFL-CIO President Liz Shuler declared her staunch belief in the NPMHU and emphasized the importance of this upcoming election; and Mark Gardner, National Secretary-Treasurer Emeritus, shared a heartfelt thank you to



Southern Region



Western Region



AFL-CIO President  
Liz Shuler



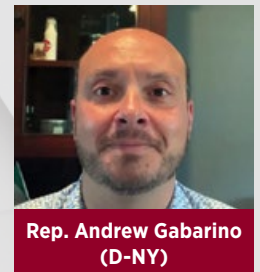
Rep. Andy Kim  
(NJ-03)



Rep. Brian Fitzpatrick  
(PA-08)



Rep. Tom Souzzi  
(D-NY)



Rep. Andrew Gabarino  
(D-NY)

the delegates for their hard work and their support during his tenure as National Secretary-Treasurer.

Finally, Brother Jeff Larsen took the stage to conclude the delegates' review of the Constitution Committee's recommendations. All of the proposed amendments were adopted by the delegates. Delegates were then given the opportunity to make the case for the amendments that had not been recommended for adoption by the Committee. While no additional amendments were adopted, delegates carefully considered each other's ideas and engaged in respectful and spirited debate.

In the evening, the delegates enjoyed off-site events at Virgil's BBQ and Brooklyn Bowl.

#### DAY 4: THURSDAY, AUGUST 22

Delegates reconvened for the fourth day of the NPMHU National Convention with Brother Rick King of Local 318, opening the session with an inspiring invocation.

The Resolutions Committee, chaired by Lawrence Sapp, took the floor to go over the submissions the Committee had recommended for adoption and to provide the rationale for those they did not. These resolutions are the product of a collective effort of members across the country, and the NPMHU is excited to act upon them in the years ahead.



NALC President Brian Renfroe



MHB Director Nina Gallauresi



# CONVENTION MOMENTS 2024







Following the delegates' consideration of those resolutions, Chairperson Sapp, on stage for the last time, took a moment to leave the assembled delegates with an important and powerful reminder: the NPMHU is a strong Union because of the strength of its members, and the membership should be proud of the Union's powerful reputation. Thank you again to Vice President Sapp for his dedicated service to the NPMHU.

Susie Martinez, the Executive Secretary-Treasurer of the Nevada State AFL-CIO, delivered remarks lauding Postal Service workers for prevailing over difficult circumstances.

National President Paul Hogrogian then introduced the Women's Committee: a committee chaired by Vice President June Harris, which was established to empower the Union to advocate for equity and justice in the workplace. The Women's Committee provides a crucial perspective to the Union. As Vice President Harris made clear, the Union can only be successful when all its members are seen and heard. The Women's Committee was also responsible for the raffle of NPMHU gift baskets that were made possible due to the generosity of the Committee's members and many Local Unions.

Legislative and Political Director Katie Maddocks delivered an update on the political work of the Union. The Union is grateful for the work of President Joe Biden, Vice President Kamala Harris, and other allies in the Senate and the House. She laid out the facts plainly: one of the tickets in the upcoming presidential election is pro-labor, while the other is not. On November 5, 2024, NPMHU members will have the opportunity to vote for their rights on the ballot. Until then, they should check that they are registered to vote, sign up to vote by mail, and mobilize others to do the same.

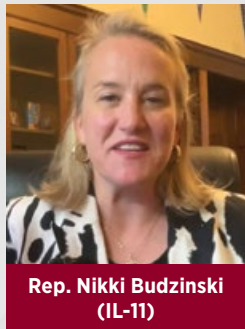
Chairperson June Harris delivered the report of the Legislative and Political Committee. Like the Resolutions Committee, this Committee carefully considered the proposals submitted by members from across the Country to help advance and move forward the Union's agenda before Congress and the public at large. The resolution to endorse Vice President Kamala Harris and Governor Tim Walz was successfully passed! The NPMHU is excited to stand by the candidates who have stood by them.

After wrapping up business, delegates gathered for their group and regional photos, showing their spirit with custom Local attire.





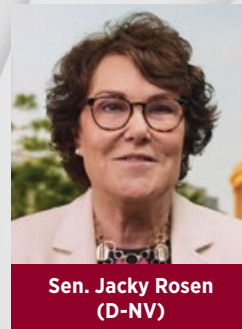
**Rep. Lori Trahan**  
(MA-03)



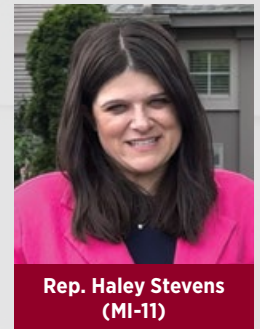
**Rep. Nikki Budzinski**  
(IL-11)



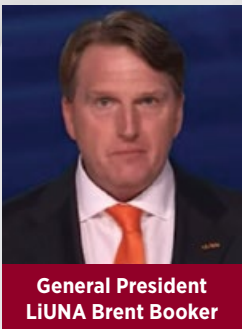
**Rep. Josh Gottheimer**  
(NJ-05)



**Sen. Jacky Rosen**  
(D-NV)



**Rep. Haley Stevens**  
(MI-11)



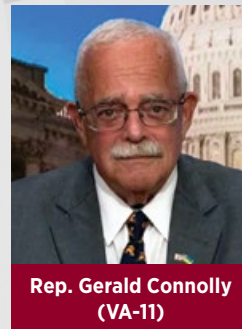
**General President**  
**LiUNA Brent Booker**



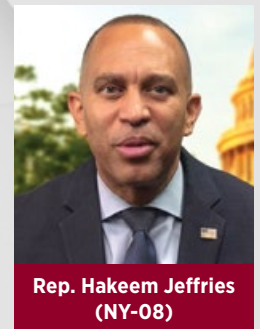
**Rep. Mark Molinaro**  
(NY-19)



**Sen. Garry Peters**  
(D-MI)



**Rep. Gerald Connolly**  
(VA-11)



**Rep. Hakeem Jeffries**  
(NY-08)

**DAY 5: FRIDAY, AUGUST 22**

On Friday, Sister Yvette Johnson of Local 300 opened the final day of the Convention with a stirring invocation.

The main order of business on the final day of the convention was selecting the location for the 2028 National Convention. Delegates presented compelling cases for a wide variety of locations. The choices were narrowed down to Detroit, Michigan, and Minneapolis, Minnesota. By popular vote, the Convention will take place in Detroit!

In his closing remarks National President Hogrogian stated how proud he was to be the leader of this great organization and that we are the best.

The Convention concluded with delegates dancing the night away at the Convention Gala.



# RECEPTIONS AND GALA DINNER DANCE

