



SAMLU REPORT

The Semi-Annual Meeting of the Local Unions was held in Houston, TX from November 4, 2024 through November 6, 2024. In attendance were all members of the National Executive Board, all NPMHU National Office Department Heads, National and Regional Contract Administration Department (CAD) Representatives, and various Officers and Representatives from the 36 NPMHU Local Unions.

During his welcoming remarks, National President Hogrogian introduced and welcomed Justin Kreikemeier (Local 298) to his first SAMLU, then acknowledged newly elected Carmalita Mecaskey (Local 324) and re-elected Local Presidents including John (J.R.) Macon

(Local 329), and Dwayne Williams (Local 325). In addition, National President Hogrogian congratulated other recently elected and re-elected Local Union Officers who were in attendance.

National President Hogrogian then began a comprehensive presentation

of the activities of the National Union since the April 2024 SAMLU, starting with an update on USPS financial conditions and mail volumes by category for Quarter 3 of fiscal year (FY) 2024.

The USPS had a net loss of \$2.5 billion and a controllable loss of \$1.1 billion



HOUSTON, TX

for the quarter. The USPS reported that total mail volume was down 1.6% (437 million pieces) compared to the same quarter of the last fiscal year. First-class mail volume declined 3.4% (down 370 million pieces). For the quarter, marketing mail declined 0.3% (down 43 million pieces), and package/parcel volume increased 2.7% (down 46 million pieces).

National President Hogrogian next discussed the make-up of the USPS Board of Governors. Currently there are nine (9) Presidentially appointed

Postal Governors in addition to the PMG and Deputy Postmaster General (DPMG). The sitting Governors include Roman Martinez (chair), Ron Stroman, Anton Hajjar, Amber McReynolds (vice chair), Robert Duncan, Daniel Tangherlini and Derek Kan. President Biden has nominated former Secretary of Labor and card carrying LiUNA Member Marty Walsh for one of the vacant seats. The NPMHU fully supports his nomination. In addition, Val Demmings and Gordon Hartogensis have been nominated to the BOG.

William Zollars was re-nominated. The Board of Governors has expressed no interest in replacing the PMG. The Senate Committee on Homeland Security and Governmental Affairs will hold confirmation hearings.

National President Hogrogian reviewed the USPS Ten-Year Plan which sets forth a series of strategies by which USPS management hopes to improve service and ensure financial stability. The major points of the 10-year plan include: (1) postal reform; (2) a commitment to 6/7 day delivery;

(3) rate flexibility; (4) planning for package growth (new Ground Advantage); (5) service standard modifications that include new 4 & 5-day delivery standards; (6) increased utilization of ground transportation versus air transport; (7) consolidating and standardizing mail processing operations in select installations – Network Redesign; and (8) stabilizing the non-career workforce while retaining employee benefits. The Ten-Year Plan also includes the PMG's goal to reduce the Postal Service deficit by \$150 to \$160 billion over 10 years.

National President Hogrogian next addressed closings and consolidations noting that these proposed changes are fluid and ever changing and are driven by facility proximity, volume, standardization, and transportation opportunities.

The USPS is proposing consolidations in metropolitan areas that will result in the creation of Regional Processing and Distribution Centers (RPDCs) and Local Distribution Centers (LDCs). The Postal Service identified the first round of sites to be impacted including:

Sandston (Richmond) VA, Atlanta GA, Chicago (Forest Park) IL, North Houston TX, Charlotte NC, Charlotte NC, Greensboro NC, Indianapolis IN, Jacksonville FL, Portland OR, Boise ID, Portland OR, Boise ID, Phoenix AZ, Dallas TX, Royal Palm FL (on hold), Oklahoma City OK (on hold), Santa Clarita (on hold). Also mentioned but not on any recent reports are Nashville TN, San Antonio TX, and Los Angeles CA. The Postal Service has also noted that there are additional tentative sites. The PMG has said they will be



National President
Paul Hogrogian



National Secretary-Treasurer
Kevin Tabarus



Vice President Eastern Region
John Gibson



Vice President Central Region
June Harris



Vice President Northeastern Region
Dan St. Marie



Vice President Southern Region
John (J.R.) Macon



Vice President Western Region
Don Sneesby



Local 334 President
Sheldon Adams



Local 333 President
Monica Marshall



Local 332 President
Edvina Tesch



Local 331 President
David Wisneski



Local 330 President
Bob Griffith

“pumping the breaks” on these plans until after elections and peak season. We anticipate that there is likely to be extensive excessing (estimated 50% to 75% in LDCs).

Mail Processing Facility Reviews (MPFR) PO-408: There have been approximately 50 MPFRs. The NPMHU is monitoring these reviews to ensure that any excessing that occurs is kept to an absolute minimum.

Parcel Support Annexes (PSAs): The Postal Service has closed most PSAs and has informed us that there

are no long-term plans to have them remain open. Several PSAs have been reactivated or new PSAs opened for COVID-19 Test Kits; Cleveland, Industry, New Jersey, Sacramento PDC, St. Louis, Philadelphia, Westchester PDC, San Jose PDC, Trenton PDC, Palatine PDC, Grand Rapids.

The Go East/Go West Pilot will replace many Surface Transportation Centers (or STCs) located within: Atlanta, NJ NDC, West Valley/ Phoenix (New Building), Memphis, Denver, Salt Lake City/San Francisco NDC,

Charlotte, Indianapolis RPDC Test Site. Future proposed sites are in Omaha or Kansas City and Dallas.

Regional Transfer Hubs (RTHs) will act as a transfer point for other RPDCs. Dedicated facilities that have been identified include Denver CO (Subcontracted to March 2025), Dallas TX, Arizona, Indianapolis IN (peak). Shared facilities; Charlotte RPDC, New Jersey NDC, Philadelphia NDC, Atlanta RPDC, Indianapolis RPDC (post Peak), Memphis MPA, West Valley PDC, Salt Lake City PDC, San Francisco NDC,



Local 328 President
Todd Larson



Local 327 President
Steve Buksch



Local 325 President
Dwayne Williams



Local 324 President
Carmalita Mecaskey



Local 323 President **Jeff Larsen**



Local 321 President **Tony Wilson**



Local 312 President **Troy Davis**



Local 310 President **Lisa Greer**



Local 318 President
Nick Mosezar



Local 317 President
Charles Harris



Local 322 President
Kelly Dickey



Local 320 President
Bernie Gonzalez

Los Angeles NDC, Omaha, or Kansas City (potential).

National President Hogrogian addressed proposed modifications to Sorting and Delivery Centers (SDCs) and function 4 delivery and parcel sorting operations. Reports from the Postal Service are that there may be as many as 400-600 SDCs. The initial plans were for 80 SDCs to be activated by September 2024. Some SDCs are to be located within RPDCs or LPCs. We foresee more Mail Handler job opportunities at the SDCs.

National President Hogrogian assured the body that the NPMHU will continue to oppose unnecessary consolidations and will take steps to minimize the negative impact to mail handlers.

National President Hogrogian updated the attendees on the NPMHU's longstanding fight to challenge the Postal Service subcontracting of STC operations. The USPS reported their intention to return STC operations to existing postal facilities and staff those facilities with Mail Handlers. The following STCs have been in-sourced: Indianapolis, Memphis, Salt Lake City, Northern California, Atlanta, Washington DC (Cap Metro), Springfield MA, Kansas City, and Southern California. The STCs that are still outsourced are located in New Jersey (partial return), Seminole, Chicago, and Dallas.

In addition, National President Hogrogian also discussed the efforts to in-source work at the Terminal Handling Services (THS). These operations tender mail to and receive mail from the airlines and FedEx. There are approximately 60 total sites. While the work has been brought in house in many locations, 35 THS sites are still subcontracted.

National President Hogrogian addressed the Mail Handler craft complement and the Mail Handler Assistants (MHAs) path to career. He



Local 313 President
Maurice Torres



Local 314 President
Latonia Bryant



Local 311 President
Charles Charleston



Local 315 President
Bryan Easley



Local 309 President
Lisa Pruchnicki



Local 307 President
James Haggarty



Local 305 President
Felandria Jackson



Local 304 President
Gregory Hill



Local 303 President
Juan Torres



Local 302 President
Anthony Coleman



Local 299 President
Deanna (Keala) Parker



Local 298 President
Justin Kreikemeier



Local 297 President
Chris Bentley



General Counsel
Matt Clash-Drexler



Assistant to the National
Officers **Neil Ryan**



CAD Director Central
Region **Max Rehbein**



CAD Director Eastern Region
Andy Badilishamwalimu



CAD Director Southern
Region **Eileen Mills**



CAD Director Western
Region **Nick Lehto**



CAD Representative
Eugene Horton



Legislative and Political
Director **Katie Maddocks**



CAD Manager
Teresa Harmon



Director MHBP
Nina Gallaresi



CAD Director Northeastern
Region **Patrick Donovan**

reviewed a series of Memoranda of Understanding (the Residual Vacancy MOU) that created thousands of new positions and resulted in the conversion of MHAs to full-time career. There has been a total of 49,754 MHAs converted to career, with 47,298 of the MHAs being converted since the signing of the Residual Vacancy MOU. Also discussed was the positive impact that the new Auto-Convert language in the 2022 National Agreement will have on MHA conversions to career.

National President Hogrogian then highlighted the successes of the Election Task Force, noting that the USPS processed 135 million ballots in the 2020 election and 54.4 million ballots in the 2022 mid-term election. Postal Mail Handlers help preserve the integrity of the election process by helping to ensure that 97.9% of ballots were delivered within 3 days and 99.7% within 5 days in 2020. The 2022 figures were even more impressive with 98.96% being delivered within 3 days and 99.82% of all mailed ballots being delivered within 5 days.

National President Hogrogian concluded his report discussing the resolution the APWU passed at their recent national convention. The resolution calls for the establishment of a committee “to review the possibility of organizing the Mail Handlers Union under the APWU.” Rather than let the APWU raid our union, the NPMHU will continue to strive for even more success by gaining more Mail Handler positions with the dedicated and hard work of the Contract Administration Department and the Article 12 Task Force. Our International Union, the Laborer’s International Union of North America (LiUNA) has already pledged to support us with any attempts to ‘raid’ the NPMHU.

National Secretary-Treasurer Tabarus was the next speaker. He provided a comprehensive report on a host of topics that included the Mail Handler



Local 309 Steward **DJ Cornish**



Local 321 President **Tony Wilson**



Local 318 Recording Secretary
Ron Nordyke



Local 305 Recording Secretary
Marcus Anderson



Women's Committee Meeting



National President Hogrogian and National Secretary-Treasurer Kevin Tabarus handed out the 1st ever awards to Locals for highest Membership percentage.



Local 307 Steward
Derek Douglass

complement, regular and associate membership trends and per capita analysis; revenue projections and allocation among our Union's affiliated organizations; review of Cost-of-Living Allowance (COLA); and the NPMHU Revenue Sharing Program.

As part of the ongoing membership recruitment program, National Secretary-Treasurer Tabarus discussed membership trends and reviewed the "Join The Union, Join The Fight" recruitment tools available to Local Unions. The Form 1187 submission process was

discussed in detail, including how to submit Form 1187 to HRSSC, common errors on the Form 1187, and how to file grievances when HRSSC fails to process Form 1187 within the required timeframe in accordance with ELM 924.5 Implementation of Dues Withholdings.

National Secretary-Treasurer Tabarus reviewed the NPMHU financial report (pre-audit) based on financial statements for the 2nd quarter (April 1 through June 30, 2024), deficit control measures, and quarterly and annual expense and revenue analysis.

National Secretary-Treasurer Tabarus discussed the 2024 NPMHU Quadrennial Convention and the preparation for the 2028 National Convention in Detroit, MI.

National Secretary-Treasurer Tabarus also discussed the distribution plan for the 2024 NPMHU Constitution.

National Secretary-Treasurer Tabarus concluded his presentation with a review of the 2025-2026 NPMHU Arthur S. Vallone scholarship program, highlighted new NPMHU merchandise available for ordering on the NPMHU website, and reported on scheduled



Local 300 President
M. Yvette Johnson



Local 320 Vice President
Shawn Garey



Local 311 members (l-r) Sandra Wyatt,
Daniel Conklin, and Greta Chatman



National Negotiations Team



Local 321 Vice President & Branch
President **Samuel Koduah**



Director, National Accounts Aetna Schann
Holladay with his report to the SAMLU

NPMHU national meetings, conferences, seminars, and training programs.

The attendees then received a report on the NPMHU Women's Committee from Committee Chair and Vice President Central Region/Local 306 President June Harris. Sister Harris reported on various projects including lactation stations, participation on the LiUNA Women's Committee, and representation at the 2024 Women Build Nations Conference. Sister Harris announced the retirement of Local 318 Treasurer Joyce Weber and the

appointment of Local 309 President Lisa Pruchnicki and Local 333 President Monica Marshall to the NPMHU Women's Committee.

General Counsel Matthew Clash-Drexler reported on litigation and other pending legal matters involving the NPMHU National Union. There is currently no litigation pending against the National Office. The remedy hearing was discussed for the Subcontracting of the Kansas City STC. The arbitration on the Kansas City STC was the first of thirteen pending grievances. An update

was provided regarding the PostalEase Security Breach to where National Arbitrator Nolan ruled against the Unions. General Counsel Clash-Drexler also highlighted two recent Step 4 cases that were recently advanced to arbitration that focused on S&DCs. In addition, he discussed a pending RI-399 appeal requiring adherence to National Jurisdiction Determinations, which is scheduled for April of 2025.

Legislative and Political Director Katie Maddocks provided an update on Capitol Hill developments and the

2024 Elections. With the election the next day and having not only the presidential race, but all of the House of Representatives, and a third of the Senate, the outcome of these elections will have a monumental impact on the Mail Handlers legislative agenda going into the 119th Congress. It is important for the Mail Handlers Political Action Committee (PAC) to ensure our labor friendly elected officials remain in Congress.

On Day 2 attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) and forthcoming Open Season from Schann Holladay, Aetna Director of National Accounts, Aetna Account Manager and Executive Director Nina Gallaresi. Updates included a review of MHBP membership, health fair attendance, and marketing plans. MHBP educational materials continue to be available to Local Unions and prospective members via hard copy brochures and through informative videos and interactive chats on the MHBP website. Representatives from the MHBP presented an overview of the Postal Service Health Benefit Program which will provide health insurance benefits to USPS employees and annuitants beginning January 1, 2025.

Contract Administration Department Manager Teresa Harmon then provided a full report and entertained questions and comments from various attendees on the activities of the Contract Administration Department since the last SAMLU meeting. The remainder of Sister Harmon's presentation was based on the written report that was distributed electronically before the meeting (and is posted at the MAILS tab on the national website) and included the following topics:

- [Implementation of 2022 National Agreement](#)
- [Call for Bargaining Proposals](#)

- [MHA Peak Exception Period](#)
- [Regional Regular/Expedited Arbitration Panels, National Arbitrator Nolan, and Arbitrator Margaret Brogan to serve as arbitrator on our National RI-399 panel.](#)
- [Article 26; Uniform Allowance Carryover](#)
- [MOUs: Annual Leave Carryover & Annual Leave Exchange Option 2025](#)
- [Postal Policy on Accommodation of Pregnant & Nursing Workers](#)
- [Subcontracting Issues: SAC Vides, MTECs, Regional Transfer Hub \(RTH\) in Denver](#)
- [Flexible Spending Account \(FSA\) new vendor for USPS. USPS claiming no rollover of funds to new vendor. Updates to be provided when the USPS responds to the Union.](#)

CAD Representative Eugene Horton led discussions on the RI399 Update memorandum and provided a comprehensive report on the activities of the Article 12 Task Force. Updates were provided on MAPs, the Modified Arbitration Process. As well as updates on the RI-399 NDRC meetings, addressing; USPS attempts to create a roadblock on the use of Mail Handlers in S&DC's by forcing the LDRCs to create an inventory before staffed with our craft,

new sorting machinery — HOPS, SDUS, ADUS, MaRS, PILS, MEWS, MIMS.

As with each of these Semi-Annual Meetings of the Local Unions, a solicitation for agenda items was distributed to all Local Union Presidents in advance of this meeting. Agenda items that were sent to the National Office were distributed to all Local Presidents prior to the meeting and, to the extent possible, the submitted agenda items were addressed in the appropriate reports and through other discussion before the assembly. Several other topics were raised and discussed during the round-robin segment of the meeting.

On Day 3, the focus of the meeting was on the NPMHU's Bargaining Strategy for the 2025 National Agreement. Prior to addressing Bargaining issues, Political & Legislative Director Katie Maddocks provided an Election Update.

The Union's bargaining team then addressed NPMHU's bargaining priorities to increase wages, retain benefits, improve contractual provisions, etc. The attendees provided vigorous input and suggestions, and all were encouraged to submit their bargaining proposals, in writing prior to January 31, 2025 so that the proposals could be considered by the Field Negotiating Committee in February.

After the business session, and without any further business before the body, the Semi-Annual Meeting of the Local Unions was adjourned.

