

“ELECTIONS HAVE CONSEQUENCES”

Paul V. Hogrogian, National President



Dear Members: The old adage “Elections have Consequences” has once again been proven true as evidenced by the results of the 2024 Presidential and Congressional elections. The Republican Party now controls the White House, the Senate, House of Representatives, and the Supreme Court.

The new administration wasted little time in attacking the federal workforce by quickly issuing an Executive Order implementing a Federal Hiring Freeze, which halted any new federal hiring (Postal Hiring is not affected by this Executive Order). The new administration has also issued several other new Executive Orders which affected the federal workforce such as creating a Schedule F which exempted certain employees from adverse action procedures. Schedule F would essentially create at-will employees, thus making it easier to fire tens of thousands of federal employees. Another new Executive Order has rescinded a Biden Executive Order which promoted collective bargaining by federal agencies and protected union official time. President Trump has stated that he plans to fire over 1,000 officials appointed by his predecessor. Trump has also ordered the elimination of DEI (diversity, equity, and inclusion) programs throughout the federal government.

While these Executive Orders and policies affect the federal workforce, most will not have much effect on the Postal Service and its employees. However, the President and Members of both houses of Congress have indicated that they may soon turn their attention to the Postal Service and not in a good way.

During the first Trump Administration, President Trump, in addition to calling the Postal Service a “joke,” had on several occasions floated the idea of privatizing the Postal Service. While President Trump was not successful in carrying out his postal privatization plans during his first term, when recently asked about this, he responded that it was “not the worst idea I’ve heard.” President Trump has also created a Department of Government Efficiency (DOGE) led by billionaire Elon Musk which will make recommendations to reduce waste in the government. There are indications that postal privatization will be among its recommendations. The panel is also expected to recommend reducing

benefits (retirement and health benefits) for federal employees including postal employees.

In December committees in both houses of Congress which have jurisdiction over the Postal Service held hearings during which Postmaster General DeJoy testified. During the Senate hearing, then-Ranking Member Rand Paul criticized the Postal Service’s conversion of non-career employees to career status. Senator Paul also stated that he believed that the private sector was better equipped to provide postal services and called for the Postal Service to be privatized. During the House Committee hearing, Chairman James Comer, while not calling for the privatization of the Postal Service, suggested that the privatization of mail processing operations would be more appropriate. Postmaster General DeJoy, to his credit, pushed back against these ridiculous proposals. The privatization of the Postal Service is a very bad idea-bad for postal employees and bad for the American public.

The challenge we face over the next 4 years is to stop these plans. We cannot do this alone. Together with our sister postal unions (NALC, APWU, NRLCA), postal leadership (PMG), our allies in Congress, the AFL-CIO, and the American public, we will fight to protect the United States Postal Service from being sold to the highest bidder. “The US Mail is not for Sale.”

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The National Office has continued to prepare for the next round of contract negotiations. Our National Bargaining Agreement expires on September 20, 2025. Our contract establishes the wages, benefits and working conditions of the Mail Handler bargaining unit. Many factors will affect our negotiations, not all under our control. Our 3 sister postal unions (NALC, APWU, NRLCA) are in various stages of their bargaining process. Whatever happens during the negotiations of the other postal unions, good or bad, will have an effect on our negotiations.

Solicitation for contract proposals was sent to the field, and, in response, the membership submitted over 450 contract proposals. A bargaining strategy session was held on the third day of our Semi-Annual Meeting of Local Unions (SAMLU),

which took place in Houston, Texas on November 4–6, 2024. Our Field Negotiating Committee met in Washington during the week of February 3rd to review and discuss all the proposals that were received from the field. The Field Negotiating Committee will reconvene during the SAMLU in April to further discuss the submitted proposals.

The members of the Field Negotiating Committee were selected from large, small, and intermediate-sized locals and were reflective of the membership that we serve.

The members that I appointed to the Field Negotiating Committee are as follows:

1. **Paul Hogrogian** National President
2. **Kevin Tabarus** National Secretary-Treasurer
3. **John Gibson** Eastern Regional VP/President—Local 308
4. **June Harris** Central Regional VP/President—Local 306
5. **Don Sneesby** Western Regional VP/President—Local 316
6. **Dan St. Marie** Northeastern Regional VP/President—Local 301
7. **John “JR” Macon** Southern Regional VP/President—Local 329
8. **Marcenia “Yvette” Johnson** President—Local 300
9. **Tony Coleman** President—Local 302
10. **Juan Torres** President—Local 303
11. **Greg Hill** President—Local 304
12. **Felandria Jackson** President—Local 305
13. **James Haggarty** President—Local 307
14. **Lisa Greer** President—Local 310
15. **Charles Charleston** President—Local 311
16. **Nick Mosezar** President—Local 318
17. **Kelly Dickey** President—Local 322
18. **Jeff Larsen** President—Local 323
19. **Todd Larson** President—Local 328
20. **Edvina Tesch** President—Local 332
21. **Sheldon Adams** President—Local 334
22. **Teresa Harmon** Manager—CAD
23. **Tom Ruther** CAD Representative
24. **Eugene Horton** CAD Representative
25. **Neil Ryan** CAD Representative/Asst to the National Officers
26. **Matt Clash Drexler** General Counsel
27. **Joshua Segal** Counsel
28. **Annie Horowitz** Paralegal

Our National Executive Board and our National Negotiations Team will analyze the submissions to prepare and present proposals at the bargaining table. Our bargaining kick-off with the Postal Service is scheduled for June of 2025.

Regular updates concerning the progress of the negotiations will be provided to the Local Unions and to the membership.

The NPMHU and the USPS have reached an agreement on the terms of a One Time Retirement Incentive. The parties have agreed that the Postal Service will make lump sum incentive payments totaling \$15,000 (less applicable taxes and deductions) to eligible full-time career employees who choose optional retirement or retirement pursuant to a Voluntary Early Retirement (VER). Part-time career employees shall be eligible for a prorated amount based on their paid hours. The January 13, 2025, Memorandum of Understanding (MOU) sets forth the terms of this agreement and is available at npmhu.org

To be eligible to retire under a Voluntary Early Retirement (VER), there are minimum age and service requirements. The requirements are:

- At least age 50 with at least 20 years of creditable Federal service OR
- Any age with at least 25 years creditable Federal service.
- An employee must have at least 5 years of creditable civilian service to be eligible for early voluntary retirement.

Employees must indicate their intention to participate in the incentive program on or before March 7, 2025 and retire effective April 30, 2025.

Although we are pleased to provide this opportunity to the membership, please be advised that the NPMHU neither encourages nor discourages anyone from taking this opportunity. Retirement is a very important and personal decision, and mail handlers should proceed very cautiously to evaluate what this offer means to them personally.

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