



SAMLU REPORT

The Semi-Annual Meeting of the Local Unions (SAMLU) was held in Pittsburgh, PA from April 29, 2024 through May 1, 2024. In attendance were the National Executive Board Members, all NPMHU National Office Department Heads, National and Regional Contract Administration Representatives, and Officers, and Representatives from the Local Unions.

National President Hogrogian asked all in attendance for a moment of silence for recently passed Local 298 President Aubrey “Wayne” Foster.

During his welcoming remarks, National President Hogrogian introduced and acknowledged the newly elected and re-elected Local Presidents including Justin Kreickemeier (Local 298), Juan Torres (Local 303), Charles Harris (Local 317), Lisa Pruchnicki (Local 309), Troy Davis (Local 312), Don Sneesby (Local 316), Bernie Gonzalez (Local 320), Kelly Dickey (Local 322), David Wisneski (Local 331), and Edvina Tesch (Local 332). In addition, President Hogrogian congratulated other recently elected and re-elected

Local Union Officers who were in attendance.

National President Hogrogian gave tribute to Don Gonzales, Western Regional Office Manager for his upcoming retirement. Also, announcing that Nick Lehto will serve as the new Western Regional Officer Manager and Max Rehbein has been selected as Western Regional Director.

National President Hogrogian then began a comprehensive presentation of the activities of the National Union since the August 2023 SAMLU, starting



PITTSBURGH, PA

with an update on USPS financial conditions and mail volumes by category for Quarter 1 of fiscal year (FY) 2024.

The USPS had a net loss of \$2.1 billion and a net operational profit of \$472 million for the quarter. The USPS reported that total mail volume was down 9.2% (3 billion pieces) compared to same quarter of last fiscal year. First-class mail volume declined by 5.9% (704 million pieces), continuing the fifteen-year trend. For the quarter, marketing mail declined 13.5% (2.4 billion pieces), remaining

lower than pre-pandemic levels and parcel volume dropped by 2.4% (98 million pieces), but remains higher than pre-pandemic levels. Postmaster General DeJoy remains optimistic that the USPS can increase parcel volume and be competitive especially with the implementation of the new class of mail "Ground Advantage."

National President Hogrogian next discussed the make-up of the USPS Board of Governors. Currently there are 9 Presidentially appointed Postal Governors in addition to the

Postmaster General (PMG) and Deputy Postmaster General (DPMG). The sitting Governors include Robert Duncan, Roman Martinez, Ron Stroman, Anton Hajjar, Amber McReynolds, Daniel Tangherlini, and Derek Kan. There are currently two (2) vacant seats on the board. Once President Biden nominates replacement Governors, the Senate Committee on Homeland Security and Governmental Affairs will hold confirmation hearings. President Biden has nominated former Secretary of Labor and card carrying LiUNA

Member Marty Walsh for one of the seats. The NPMHU fully supports his nomination. The Board of Governors has expressed no interest in replacing the PMG.

National President Hogrogian reviewed the USPS Ten-Year Plan (Delivering for America), 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 considered passed or accomplished 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 spoke about the USPS network redesign, 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 impact 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, Chicago (North), North Houston TX, Charlotte NC, Greensboro NC, Indianapolis IN, Jacksonville FL, Portland OR, Boise ID, 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



NPMHU CAD Department. (l-r) Back Row: Regional Director Northeast Patrick Donovan, Regional Director Eastern Region Andy Badilishamwalimu, CAD Manager Teresa Harmon, National CAD Representative Eugene Horton, National CAD Representative Tom Ruther. (l-r) Front Row: Regional Director Central/Western Region Nick Lehto, Regional Director Southern Region Eileen Mills, Regional Director Western Region Max Rehbein, Assistant to the National Officers Neil Ryan.



National President Paul Hogrogian delivers his report to SAMLU attendees



Antonio TX, and Los Angeles CA. The Postal Service has also noted that there are additional tentative sites. All these plans are very fluid and subject to change. The PMG has said they will be “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).

As part of the consolidation process the USPS has conducted approximately 50 Mail Processing Facility Reviews (MPFR) PO-408.

National President Hogrogian provided an update on the status of the Parcel Support Annexes (PSAs). Some PSAs are closing, and some PSAs are to serve as transitional facilities for nearby RPDCs. There are no long-term plans to continue the use of PSAs.

National President Hogrogian discussed the Go East/Go West Pilot Initiative, which will replace many STCs, Hubs are 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; Omaha or Kansas City and Dallas.

National President Hogrogian also addressed proposed modifications to Sorting and Delivery Centers (SDCs) and function 4 delivery and parcel sorting operations. There will likely be between 400–600 SDCs overall, with immediate plans for 80 SDCs by September 2024. 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’s decision to subcontract STC operations in Dallas, Memphis, Salt Lake City, Indianapolis, Kansas City,



Local 322 President Kelly Dickey

Chicago, Seminole/Orlando, Atlanta, Cap Metro, Springfield, New Jersey, Northern California, and Southern California. National level disputes have been filed. The NPMHU was victorious in arbitration for the Kansas City STC, and the remedy hearings were heard by Arbitrator Brent in March. The NPMHU is in continuing discussions with the USPS to bring some STC work back in house. National President Hogrogian indicated that several Memoranda Of Understanding have been finalized to in-source work into

STCs in: Indianapolis, Memphis, Salt Lake City, Northern California, Atlanta, Washington (Cap Metro), Springfield, Kansas City, and Southern California. STCs still outsourced NJ, Seminole, Chicago, and Dallas.

In addition, the NPMHU has also reached an agreement with the Postal Service to bring the Terminal Handling Services (THS) work back in house. These operations tender mail to and receive mail from the airlines and FedEx. The Phoenix, Anchorage, Richmond, Norfolk, Salt Lake City, Spokane,

Kansas City, Atlanta, Charlotte, Boise, Billings, Cincinnati, Denver, Honolulu, and Sacramento THS operations have already been returned to the mail handler craft. The next site being considered is Portland OR in June, with more to follow.

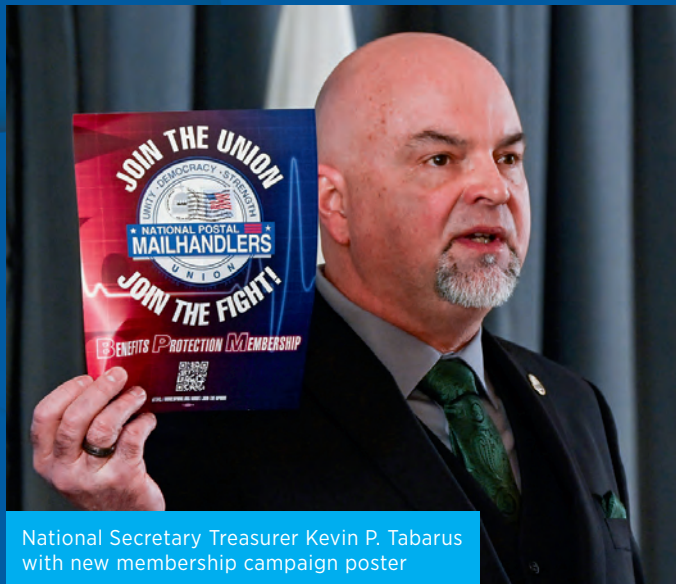
National President Hogrogian addressed Mail Handler craft complement and the Mail Handler Assistants (MHAs) path to career. National President Hogrogian reviewed a series of Memoranda of Understanding that created thousands of new positions



NPMHU Women's Committee holds a meeting following the SAMLU



National President Hogrogian and retiring Western Regional Office Manager Don Gonzales



National Secretary Treasurer Kevin P. Tabarus with new membership campaign poster

and resulted in the conversion of MHAs to full-time career. There has been a total of 46,393 MHAs converted to career, with 43,937 of the MHAs being converted since the signing of the Residual Vacancy MOU. National President Hogrogian also discussed 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. 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. Katie Maddocks is our representative on the National Committee and Local Election Task Forces shall be formed.

National President Hogrogian provided an update regarding USPS Supervisor Programs. During recent bargaining, a new MOU was negotiated concerning 204Bs (temporary supervisors). The MOU addressed alternative approaches to filling temporary supervisor positions. Consistent with that MOU, the USPS has announced two new initiatives: (1) the Supervisor Apprentice Pilot Program and (2) Relief Supervisor Positions. While detailed information about these programs are limited, the hope is that these programs



NPMHU CAD Manager Teresa Harmon addresses the SAMLU



Vice President Eastern Region and Local 308 President John Gibson



Local 322 Members: Standing from Left to Right: Ryan Pigmon, Dave Cavalier, George Sebek, Jaylen West, Jennifer Galuschik, Josh Schneider. Sitting (l-r) Darlene Kaleugher, Linda DeHaven.



Account Manager,
Aetna Schann Holladay



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



NPMHU National CAD
Representative Tom Ruther



Retiring Director National Accounts,
Aetna and longtime NPMHU friend
Brad Corban with his final address at
a SAMLU.



Legislative and Political
Director Katie Maddocks



Mail Handler Benefit Plan
Director Nina Gallaruresi

will result in the elimination of the use of acting supervisors. The NPMHU has requested additional meetings and will continue to push for a better understanding of these programs.

National President Hogrogian completed his report and opened the floor for questions.

NPMHU Legislative and Political Director Katie Maddocks provided an update on what's happening in Congress. Shortly before the SAMLU, members of the Senate Homeland Security and Governmental Affairs Committee held a hearing with various postal officials to go over delivery issues; concerns over the mail processing facility reviews; and the future of the Postal Service. She also reviewed contributions to the NPMHU Political Action Committee (PAC) and actions it will take in the upcoming election. She also announced the winners of the 2023 PACKie Awards: Locals 300, 301, 316, 333, and 320. The PACKie Awards recognize a Local's commitment to the success of the NPMHU PAC. The winners exemplify excellence amongst our Locals.

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. An update was provided regarding the PostalEase Security Breach.

June Harris, NPMHU Women's Committee Chair and Vice President Central Region/Local 306 President provided a detailed report to the attendees. Sister Harris reported on various projects; convention resolution(s), lactation stations, meetings, and participation on the LiUNA Women's Committee, representation at the 2024 Women Build Nations Conference.

CAD Representative Tom Ruther led discussions on the RI399 Update memorandum and provided a comprehensive

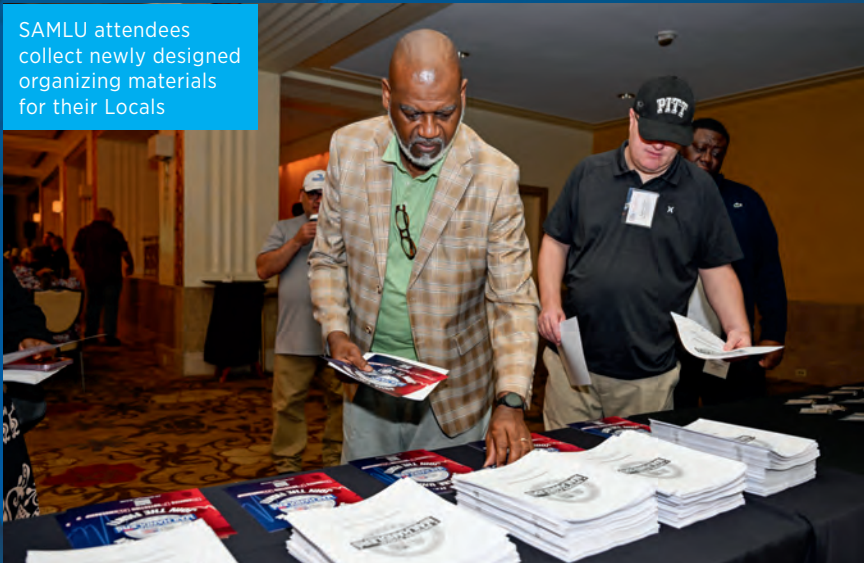
report on the activities of the Article 12 Task Force, the East — West Initiative (similar to HASP) and the thirteen (13) MOUs that have been signed to put Mail Handlers in SDCs.

On Day 2 attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) and forthcoming Open Season from Brad Corban, Aetna Director of National Accounts, Schann Holladay Aetna Account Manager and Executive Director Nina Gallaresi. Updates included a review of MHBP membership. 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. Finally, the National President Hogrogian congratulated Brad Corban on his upcoming retirement, thanking him for his years of service to the MHBP.

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 meeting of the Local Unions. 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:

- MHA Peak Exception Period, within the same four (4) consecutive pay periods, nation-wide.
- Regional Arbitration Panels and National Arbitrator Nolan
- Article 26; Uniform Allowance Carryover effective in March 2024
- Pay Promotion

SAMLU attendees collect newly designed organizing materials for their Locals



Local 310 President Lisa Greer



Local 317 President Charles Harris



NPMHU General Counsel Matt Clash-Drexler



Local 307 (l-r) Steward Renee Dickenson, National QWL Coordinator Markeia Prepetit, Steward Derek Douglass, VP Ursula Patterson, Steward Terran Miller, LP Jim Haggarty, Treasurer Billy Genia, Legislative and Political Director Katie Maddox, SEBM Lee Garcia, Rec Sec Kim Johnson, Steward Yvette Burzynski, Steward Twanda Nash



Local 300 President Yvette Johnson



Local 304 President Gregory Hill

National Secretary-Treasurer Tabarus was the next speaker. He provided a comprehensive report on a host of topics that included Mail Handler 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) for July 2023; 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. In addition, QR codes were provided to the Local Presidents for the recruitment videos. 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 4th quarter (October 1 through December 31, 2024), deficit control measures, and quarterly and annual expense and revenue analysis.

National Secretary-Treasurer Tabarus provided an update on the preparations for the 2024 NPMHU Quadrennial Convention to be held at Caesars Palace in Las Vegas, NV from August 19 through August 23, 2024.



Vice President Western Region and Local 316 President Don Sneesby



Vice President Central Region and Local 306 President June Harris



Vice President Northeast Region David Wilkin



Vice President Southern Region Lawrence Sapp

National Secretary-Treasurer Tabarus also discussed the distribution plan for the NPMHU CIM Version 6.

National Secretary-Treasurer Tabarus concluded his presentation with congratulations to the 2024–2025 NPMHU Arthur S. Vallone scholarship program awardees. The process of ordering NPMHU Merchandise on the NPMHU website. The upcoming NPMHU National meetings schedule was provided to all attendees.

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.

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

