

MEMBERSHIP / COST OF LIVING ADJUSTMENT

Kevin P. Tabarus, National Secretary-Treasurer



I would like to thank my predecessor, retired National Secretary-Treasurer Mike Hora, for his faith in me and support. He has been an excellent mentor. I wish nothing but the best for him and his family during his retirement. I would also like to thank our National President Paul Hogrogian and the National Executive Board for their confidence in appointing me as your National Secretary-Treasurer.

I had the honor to serve my home local union as Treasurer and President for the past sixteen years. I do miss seeing the members, stewards, and officers from my local. However, now I get to work with a new group of exceptional people at the National Office.

It is my honor and privilege to now serve all Mail Handlers across this county. I am pleased to report that our national finances are improving. This is a remarkable feat since we recently incurred the added costs of negotiating our 2022 National Agreement.

It is my honor and privilege to now serve all Mail Handlers across this county. I am pleased to report that our national finances are improving. This is a remarkable feat since we recently incurred the added costs of negotiating our 2022 National Agreement.

We are in the grievance business! Grievances cost money to process. Therefore, it is imperative that both the National and Local Unions continue to reduce expenses and increase income to ensure we have the financial backing to file

grievances. Expenditures need to be evaluated and consolidated when possible.

Income can increase with two factors:

- an increase of membership and
- increasing the enrollment of our health plan, MHBP.

Our regular membership has grown, but there is room for improvement. Members can build membership. We have strength in numbers, united for the same goals. We are facing challenging times. We have started to see the adverse impact of the Postmaster General's Ten Year, Delivering for America Plan. We will ensure the rights and terms contained in the National Agreement, for all Mail Handlers are not violated.

If you haven't checked out MHBP, you should. MHBP has reasonable premium rates and an excellent network, backed by Aetna. If you are in MHBP, speak with your co-workers about MHBP. This health plan is open to everyone. So please speak with your co-workers in other crafts too (clerks, maintenance, even your supervisor). If they aren't a Mail Handler, they will have to pay Associate Dues, which are \$2.00 a pay period. They can simply fill out a Standard Form 1187 to join the NPMHU and submit it to a steward or officer. Please encourage them to see how MHBP measures up.

I will always hold management accountable. We currently have national level grievances regarding the delayed processing of union sign-up forms (SF1187). Human Resources Shared Services Center (HRSSC) has proven to be quite difficult to deal with. We will hold them accountable to ensure SF1187s are properly processed in a timely manner. If you have had SF1187s rejected by HRSSC for any reason, please let the CAD Department know.

Cost of Living Adjustments (COLAs) are processed two times a year. COLAs are a large portion of our salary. Information on Cost of Living Adjustments can be found in Article 9, Section 3 of the National Agreement. These salary increases are based on changes with the Consumer Price Index. The Consumer Price Index refers to the "National Consumer Price Index for Urban Wage Earners and Clerical Workers" (CPI-W), which is published by the Bureau of Labor Statistics, United States Department of Labor (DOL). The two

annual COLAs are based on changes in the Consumer Price Index in January and July.

Article 9, Section 3 of the National Agreement states that salaries (for a top step Mail Handler);

...shall be increased 1 cent per hour for each full 0.4 of a point increase in the applicable Index above the Base Index.

In no event will a decline in the Consumer Price Index below the Base Index result in a decrease in the pay scales provided for in this Agreement.

The APWU (Clerk Union) and the NPMHU have the same contractual language in their respective National Agreements. However, the NPMHU and the APWU have different “Base Indexes” for calculating COLAs. This is because the National Agreement for the NPMHU started in 2022, while the APWU started in 2021.

The last COLA for the NPMHU was based on changes in the Consumer Price Index for July 2023. The COLA was effective Pay Period 19 of 2023, appearing in paychecks dated September 15, 2023. This resulted in an increase of \$978 annually for top step Mail Handlers.

Similarly, the APWU represented employees also received a COLA based on changes in the Consumer Price Index for July 2023. But this resulted in an increase of \$998 annually for APWU employees.

Many have argued that the APWU got more. But they did not! We have to look back to the Consumer Price Index for January 2022. The COLA from the changes in the Consumer Price Index for January 2022 resulted with the APWU getting \$1,310

and the NPMHU getting a COLA of \$1,331 (\$21.00 more than the APWU). This is due to the different “Base Index.” With each COLA, the calculation is; one cent per hour for each full 0.4 increase in the Consumer Price Index. We had a remainder (less than 0.4) after the calculation of the January CPI-W Index.

As you can see from the chart, the APWU remainder of CPI-W points from the January 2023, applied to the July 2023 CPI-W was slightly higher than the NPMHU. But over the same period, we actually received \$1.00 more.

Finally, we have the final draft for the printing of the National Agreement. We plan on having printed copies of the 2022 National Agreement available on/about the end of September.

Fraternally,



Kevin P. Tabarus
National Secretary-Treasurer

**NPMHU
MEMBERSHIP
RECRUITMENT
VIDEOS**



English
(11 minutes)



Spanish subtitles
(11 minutes)

As you can see from the chart, the APWU remainder of CPI-W points from the January 2023, applied to the July 2023 CPI-W was slightly higher than the NPMHU. But over the same period, we actually received \$1.00 more.

NPMHU	CPI-W	COLA	APWU	CPI-W	COLA	Diff
July 2021 COLA	797.661		July 2021	797.661		
Jan. 2022 COLA	823.000	\$1,331	Jan. 2022 COLA	823.000	\$1,310	\$21.00
July 2022 COLA	870.432	\$2,455	July 2022 COLA	870.432	\$2,455	\$0.00
Jan. 2023 COLA	874.441	\$208	Jan. 2023 COLA	874.441	\$208	\$0.00
July 2023 COLA	893.309	\$978	July 2023 COLA	893.309	\$998	-\$20.00
		\$4,972			\$4,971	\$1.00