

## 2024 NPMHU NATIONAL CONVENTION “WE’RE ALL IN”

Kevin P. Tabarus, National Secretary-Treasurer



**T**he 2024 NPMHU National Convention Delegates will meet, discuss, and vote on numerous issues that will determine the future of this great Union for the next four (4) years. The convention slogan “Betting On The Future, We’re All In” is extremely appropriate. The future for this Union looks great. We will prevail past the many challenges that we will all face in the future and come out on top.

The 2024 NPMHU Quadrennial National Convention convenes on Monday August 19, 2024 at 9AM at Ceasar’s Palace in Las Vegas, Nevada. This will be a five (5) day convention with the business session scheduled to conclude on Friday August 23, 2024 at 12PM.

As provided in Article XII, Section 1 of the National Constitution,

*“...the location of the next Mail Handler National Convention shall be determined by the delegates at each National Convention.”*

The 2020 NPMHU National Convention was delayed due to the COVID-19 Pandemic, however it became necessary for the elected 2020 convention delegates to conduct the site selection process for the 2024 NPMHU National Convention by mail referendum ballot.

After the balloting for the site location of the 2024 NPMHU National Convention was concluded in April of 2021, planning for the 2024 National Convention immediately began. A core convention preparation team was assembled and has begun

meeting to prepare the multitude of tasks that need to be addressed in advance of the National Convention.

A tentative convention agenda has been formulated. The National Convention will feature reports to the delegation from National Officers, Credentials Committee, Rules Committee, the Committee to Elect the Election Committee, the Mail Handlers Benefit Plan (MHBP), Constitution Committee, Legislative and Political Committee, and Resolution Committee. There will also be a Primary Election for National Officers. All Convention Committee reports and Elections shall be voted on by the delegates.

Delegates shall also hear from many featured guest speakers. In addition, there are several scheduled events for the delegates to attend.

NPMHU National Conventions are the only time when the NPMHU National Constitution and Uniform Local Union Constitution can be amended. The NPMHU Constitutions set forth rules and procedures to conduct administrative union business to govern the National Postal Mail Handlers Union on the National and Local Union level for the next four (4) years.

**NPMHU National Conventions are the only time when the NPMHU National Constitution and Uniform Local Union Constitution can be amended.**

As provided in Article XII, Section 10 of the National Constitution,

*“...such amendments must be submitted in writing by Delegates, Local Unions or other subordinate bodies in good standing, or regular members in good standing to the National President no later than sixty (60) days prior to the opening of the National Convention. Such proposed amendments shall be referred by the National President to the Constitution Committee for consideration and recommendation to the National Convention.”*

Amendments to the constitution must be submitted no later than June 20, 2024. Members have a right to participate and are encouraged to be active members.

Resolutions for the National Postal Mail Handlers Union must be submitted as provided in Article XII, Section 15 of the National Constitution,

*“For proposed resolutions to be considered by a National Convention, such resolutions must be submitted in writing by Delegates, Local Unions or other subordinate bodies in good standing, or regular members in good standing to the National President no later than sixty (60) days prior to the opening of the National Convention.”*

We are expecting over 300 delegates. Delegates will vote on committee reports and proposals. In addition, delegates will also vote on the candidate endorsement for President of the USA, and site selection for the 2028 NPMHU National Convention.

## MEMBERSHIP

Our regular membership rate continues to be 85.9%. As of Pay Period 22 of 2023, we have 45,674 total members. This is good, but there is a lot of room for improvement to increase our membership. For Career Mail Handlers, the membership rate is good. For pre-career MHAs, their membership rate is much lower. In 1998, our membership peaked at 52,350 members. With our aggressive efforts to increase membership, we could surpass our 1998 membership number in a few years.

Local Union Officers, Stewards, and Members should aggressively welcome new MHAs into the Mail Handler craft. Remember, MHAs hired during the Peak Mailing season are NOT JUST SEASONAL HIRES, they are the future of our Union.

It is essential for the future of this great Union for Local Unions to be at each and every orientation. Greet these new pre-career MHAs and introduce them to the National Postal Mail Handlers Union. After the friendly introduction, sign them up for membership and to pay dues into the NPMHU. There are many tools and resources for signing up new members on the [www.npmhu.org](http://www.npmhu.org) website.

We will be facing many struggles over the next few years with the Postmaster General’s “Delivering for America” Plan. The entire Mail Processing and Delivery network is being redesigned. Mail processing installations may be consolidated or closed. Some locations might gain more mail to process, while others will lose mail processing. Mail Handlers will be subjected to work schedule changes and in some instances excessing out of the installation. **The National Postal Mail Handlers Union will ensure that any and all inconvenience shall be kept to a minimum for our members.**

The Union is aggressively pursuing to gain jobs in delivery operations in the new Sorting & Delivery Centers (SDCs). These SDCs combine delivery operations from smaller installations (where no Mail Handlers are employed) into

large delivery operations all in one installation. New mail processing machinery will be deployed. All early indications are that most, if not all the jobs for the new machinery will be for the Mail Handler craft.

The Delivering for America Plan will take about 10 years. There will be a lot of bumps in the road as the plan is implemented. The National Postal Mail Handlers Union is prepared to meet these challenges so we can build a prosperous future for the Mail Handler craft.

Yours in Solidarity,



Kevin P. Tabarus  
National Secretary-Treasurer

## NPMHU MEMBERSHIP RECRUITMENT VIDEOS



English  
(11 minutes)



Spanish subtitles  
(11 minutes)

## AVOID MULTIPLE DUES WITHHOLDING — TRANSFERS INTO THE MAIL HANDLER CRAFT

This subject has been discussed in the past but needs to be revisited. When a Union Officer, Steward, or Member signs up a new member into the NPMHU, these simple steps summarize the process for transfers from other crafts into the NPMHU, follow the steps below...

### 1. ASK!!!! “Were you in another Postal Union???”

Even if a new hire. Some ‘new hires’ were in the APWU/ NALC/NRLCA within the last 6 months. There ‘old dues’ will be restarted by HRSSC

### 2. Have them sign a NPMHU signup Form 1187

The steward needs to write on top of 1187 which Union they wish to stop dues for

### 3. Hold the 1187 and submit a request to NPMHU National Office to stop dues for losing Union

The National NPMHU will submit request to stop other union’s dues

### 4. Wait for other dues to stop, then submit 1187 to HRSSC asap

### 5. This will avoid double dues withholding.

The reciprocal agreement is processed by the National Secretary-Treasurer for both the losing and gaining Union. It cannot be done on the Local Union level.