

# THE MAIL HANDLER

WINTER 2020

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

## MAIL HANDLERS AND USPS REACH TENTATIVE AGREEMENT

BALLOTS MAILED  
**FEB 18, 2020**

COUNT SET FOR  
**MARCH 23, 2020**

9

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# THE MAIL HANDLER

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#### ON THE COVER:

On January 22<sup>nd</sup>, the NPMHU announced that it had reached a tentative agreement with the U.S. Postal Service over the terms of the 2019 National Agreement.

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

## TENTATIVE AGREEMENT REACHED DESPITE INOPPORTUNE TIMES

Paul V. Hogrogian, National President



On January 22<sup>nd</sup>, the NPMHU announced that it had reached a tentative agreement with the U.S. Postal Service over the terms of the 2019 National Agreement. The announcement was made during a conference call through which Regional and Local Union representatives were briefed on the terms of the negotiated settlement. The 2016 bargaining agreement expired on September 20, 2019. Although no final agreement was reached before that deadline, the parties agreed to extend their negotiations past the deadline in order to give their bargaining representatives additional time to reach a comprehensive settlement agreement. During this extended negotiation period, the parties were ultimately successful in reaching a negotiated settlement.

Our priorities entering bargaining included:

1. A fair and just general wage increase
2. A continuation of our current Cost of Living Adjustments (COLAs)
3. Keep the No Lay Off clause
4. Improve the wages, rights and benefits for our MHAs
5. Increased MHA conversions to career status
6. Return subcontracted work to the Mail Handler Craft and stop future subcontracting
7. Minimize the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments
8. Fight any USPS proposals to implement any new lower wage scale and reduced benefits for future career employees
9. Address the issue of MHAs serving as 204Bs
10. Achieving an MOU on Sexual Harassment and Discrimination in the USPS.

We believe that the tentative agreement addresses most, if not all, of our bargaining priorities. Throughout the negotiation process, the union submitted proposals to achieve these bargaining goals. This was not a particularly opportune time during which to bargain. The Postal Service's financial situation, the Postmaster General's 10-year plan, the political stalemate in Congress, the President's Task Force on the Postal Service, the OMB privatization recommendations, the continuing uncertainty about Postal Reform legislation, the anti-worker/anti-union climate in Washington, DC, and the Postmaster General's recent retirement announcement made these negotiations extremely difficult.

The 2019 National Agreement will cover a period of three years expiring at midnight on September 20, 2022. There will be four general wage increases totaling 3.9% during the three-year period covered by the contract. The NPMHU was successful in negotiating the continuation of the Cost of Living Adjustments (COLA) in the tentative agreement. The contract calls for six COLAs during the term of the contract to be paid every March and September beginning in March of 2020. Although MHAs do not receive COLAs, they will receive annual wage increases that are 1% higher than career employees.

There are other significant improvements in the proposed contract, including the retention of the no-layoff MOU which guarantees that career mail handlers on the rolls as of September 20, 2019 will be protected from layoff. This is extremely important in light of the USPS' projections of continuing declines in revenue and mail volumes. The NPMHU was also successful in negotiating the elimination of the casual category in the Mail Handler craft.

**As this article goes to press, contract ratification ballots are being mailed to the membership.** We believe that this is a contract which is worthy of ratification.

## We believe that the tentative agreement addresses most, if not all, of our bargaining priorities

The tentative agreement also provides that all current MHAs (in 200-workyear facilities) with at least 30 months of service as of ratification will be converted to full-time career positions. MHAs will now receive overtime pay for work performed in excess of eight (8) hours on duty in a service day (or in excess of 40 hours in a service week), while career Mail Handlers who seek overtime will maintain their preferences for such work.

Under Article 2 of the National Agreement, a new MOU will be added about a Workforce Free of Harassment. The parties commit to providing employees with a safe, productive, and inclusive workplace, and establish a Task Force on Preventing Harassment that will be used to ensure that employees are fully aware of policies and procedures that exist to combat harassment. Special thanks are extended to the NPMHU Women's Committee for their work on this important MOU.

The tentative agreement also provides for improved health insurance options for MHAs including self plus one and family coverage. Following their first year, MHAs will be given the option of the USPS Noncareer Health Plan or using the same dollar contributions from the Postal Service (at \$125 per pay period for self only, or with USPS paying 75% of the total premium for self-plus-one or family coverage) towards the MHBP Consumer Option or MHBP Value Plan, which are two of the plans sponsored in the Federal Employees Health Benefits program by the NPMHU.

There are also several improvements to Article 12 which will minimize the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments.

The NPMHU bargaining team was led by the National President and included National Secretary-Treasurer Michael Hora, Manager of Contract Administration Teresa Harmon, Executive Assistant to the National President Bobby Blum, National CAD Representatives Kevin Fletcher and Charles Manago and our legal team from the NPMHU's General Counsel's office. The National Executive Board was fully engaged in this process and was deeply involved in the bargaining decisions. I want to thank the members of the bargaining team and the National Executive Board for their hard work during these negotiations. I also want to thank all the Regional and Local Union representatives who provided us with information when we reached out to obtain research for some of the proposals and counter-proposals.

As this article goes to press, contract ratification ballots are being mailed to the membership. We believe that this is a

contract which is worthy of ratification. We urge you to vote "yes" on the tentative agreement. If the tentative agreement is not ratified, the parties will adopt dispute resolution procedures that will include mediation and, if necessary, binding interest arbitration.

If we do enter Impasse Arbitration and if the APWU negotiations are any indication, we expect that the USPS will submit regressive and draconian economic proposals which may include:

- A wage freeze for current employees
- Lump sum payment(s) in lieu of raises and Cost of Living adjustments
- Increasing the non-career workforce
- Current employees with less than 6 years of service must work 15 years of service to achieve no lay off protection
- Elimination of no layoff clause for future employees
- Pay and benefits substantially cut for all future career hires, including MHAs who are converted to career.

Should we enter impasse arbitration, the NPMHU will continue to make all the arguments that we have to support our proposals, presenting experience and evidence from across the field in this round's discussions.

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 any and all challenges that lie before us. But we must remain united in the face of the Postal Service's attacks on our jobs.

In these and other endeavors, the continuing support of all Mail Handlers is very much appreciated.

Fraternally,



**Paul V. Hogrogian**  
National President

*\*\*\*This article reflects the status of the bargaining process as it existed at the time that this magazine went to press.*

## RATIFICATION PENDING— BE SURE TO VOTE

Michael J. Hora, National Secretary-Treasurer



**O**n January 22, 2020, the National Postal Mail Handlers Union reached a tentative agreement with the United States Postal Service. This announcement culminated nearly 18 months of work that began during the summer of 2018, and continued into September 2018, when President Hogrogian first issued the official call for bargaining proposals.

The informal kick-off to bargaining began with a strategy session occurring during the August 2018 SAMLU meeting in Washington, DC. In February 2019, the Field Negotiating Committee gathered in the NPMHU's National Headquarters to review and debate over hundreds of potential bargaining proposals — previously submitted by members, stewards, officers, and Local Unions across the country.

The parties began formal bargaining toward the end of June 2019, and endured round-the-clock bargaining sessions for the final six days of the agreement, essentially locked in a hotel and accessible to each other twenty-four hours a day. Ultimately, in late September 2019, the parties announced that they were unable to reach a tentative agreement over all of the terms and conditions that need to be covered by the National Agreement as of contract expiration at midnight on September 20, 2019. However, the NPMHU and USPS agreed to extend negotiations, giving their bargaining representatives additional time to reach a comprehensive settlement agreement. The NPMHU agreed to extended talks provided they were productive. On September 30, 2019, President Hogrogian briefed all Local Presidents on the status of national negotiations in Washington, DC. Under a mutual extension, bargaining continued for the next four months. Finally, Local Presidents were briefed on the details of the tentative agreement in a national conference call in January 2020.

The highlights of the tentative agreement can be found on page 9 of this magazine. In addition, in accordance with ratification procedures adopted by the National Executive Board, all eligible voters will be furnished with the text of any proposed changes and deletions. We expect to mail the ratification package to all eligible members on February 18, 2020. Additionally, the highlighted changes were mailed and faxed to all Local Unions. Finally, the proposed changes are posted

on the National website ([npmhu.org](http://npmhu.org)), included in the January 2020 Update, and made available on the mobile app. The Contract Ratification Procedures were posted in the February Update and widely distributed via mail, fax, website, and the mobile app. This is a lot of information delivered being made available to members in electronic and print form.

The tentative agreement provides for guaranteed wage increases, continues the cost of living allowance, eliminates casuals, renews the no-layoff provision, improves healthcare options for MHAs and makes incremental improvements on night shift differential to highlight a few of the more prominent changes. All members are encouraged to review the material and cast your vote. As required by the referenced ratification procedures, the balloting period shall extend for at least thirty (30) days after the mailing of ballots, which will occur on February 18, 2020. The ballots will be collected from the Post Office Box, verified, and counted beginning at 9:00 a.m. on March 23, 2020. The entire NPMHU National Executive Board has unanimously approved the tentative agreement and we encourage you to do the same.

I thank you for your continued support during this lengthy and often arduous negotiation. I'd also like to thank the Locals that provided feedback and supporting information, on short notice, when requested during bargaining. With this documentation, your negotiators pushed back, and were able to squash all harmful proposals.

Shifting focus to the NPMHU 2020 Convention, preparations are well underway for our quadrennial National Convention set to take place on August 11-15, 2020 in Denver, Colorado. Based on rules governing the selection of Local Union delegates to the NPMHU National Convention, each Local was required to determine the number of delegates that each will be sending to the 2020 National Convention. I can report that there will be 340 delegates attending the 2020 National Convention. Thirteen of 37 Locals are sending a single delegate, meaning in those Locals, the Local President is automatically a delegate and no election is required. The remaining 24 Locals are in the process of conducting elections to determine who will represent each respective Local at the 2020 National Convention. Most Local elections will be certified by March 25, 2020. Once the delegates are known, we will



begin to communicate with each delegate directly sharing registration details. Please do not contact the hotel directly. Room reservation details will be shared with each Local Union in the coming months, and reservations will be made through the National Office.

In the coming months, we will be setting the agenda for the 2020 National Convention, as committees will consider possible constitutional amendments and resolutions that will be submitted for consideration by the delegates. In addition to the traditional Constitution and Resolution Committees, the NPMHU will empanel a Legislative Committee to review and recommend the adoption of resolutions concerning legislative and political matters. Appointments to these important committees will occur once all Local Union delegates elections are complete.

Members of the NPMHU who wish to submit proposals for consideration by the delegates at the 2020 National Convention may turn your attention to page 13 of this Mail Handler magazine for submission details. As set forth in Article XII of the National Union Constitution, proposed resolutions and amendments to the Constitution 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. Should you have any constitutional amendments or resolutions that you would like to propose, please be sure to follow the procedures set forth in Article XII of the National Constitution. Because the opening of the National Convention is set for

Tuesday, August 11, 2020, all submissions must be received at the National Office no later than Friday, June 12, 2020. Each proposal will receive the attention it deserves. Delegates may introduce, debate, amend, and vote upon properly submitted proposals over the course of the Convention. As the Convention nears, additional information will be published. Watch your bulletin boards and npmhu.org for updates.

Finally, I'd like to report on the status of conversions to fulltime regular. I am pleased to report that we have exceeded 14,000 MHA conversion to fulltime regular. As of PP02-2020, 14,018 MHAs have been converted to fulltime regular. The pace of conversions prior to the signing of the MOU on Filling of Residual Vacancies in August of 2015 (prior to PP 18-2015) averaged 50 conversions per pay period. After this memorandum was signed and implemented, the pace of conversions increased significantly, averaging 129 per pay period in 2016, 70 per pay period in 2017, 92 per pay period in 2018, and 100 per pay period in 2019. MHAs are a key component of our craft and represent the path to career status. I am pleased that we were able to secure improvements specific to MHAs in the 2019 tentative agreement and hope you agree.

In Unity,

**Michael J. Hora**  
National Secretary-Treasurer

# CONTRACT

## RATIFICATION PROCEDURES

(ADOPTED JANUARY 2020)

**T**he following procedures have been adopted by the National Executive Board of the National Postal Mail Handlers Union, pursuant to Article V, Section 9 of the NPMHU National Constitution, to govern the referendum vote that will be held to ratify the terms of the tentative 2019 National Agreement between the Union and the U.S. Postal Service.

**1**

All regular members who are employed by the U.S. Postal Service as of the last pay period of January 2020 shall be eligible to vote. It will take a majority of the votes properly cast to ratify the tentative agreement.

**2**

The voting shall be by mail ballot in postage-guaranteed return envelopes that are pre-addressed to a Post Office Box rented for the collection of such ballots. Voters will be asked to set forth their name, their address, their Local

Union, and the last four digits of their employee identification number on the return envelope, but not on the inside envelope containing their secret ballot.

**3**

All eligible voters will be furnished with the text of any proposed changes and deletions, together with their ballots and return envelopes, as soon as practicable after the tentative agreement has been reached. It is the present intention of the National Office to mail these materials to all eligible voters no later than sixty (60) days after the date on which a tentative agreement is announced.

**4**

The balloting period shall extend for at least thirty (30) days after the mailing of ballots. The ballots will be collected from the Post Office Box, verified, and counted beginning at 9:00 a.m. on that day. The Union shall retain the American Arbitration Association or

a similar organization to certify the ballot count. All Local Unions may send observers to be present at the collection, verification, opening, and counting of the ballots.

**5**

Any member who does not receive a ballot or the accompanying information must call the Ratification Ballot Coordinator at 202-833-9095, extension 1029, to request those materials.

**6**

The results of the voting will be announced publicly after the final ballot count is available. Copies of the official ballot count will be furnished to all Local Unions for posting.

**7**

All envelopes and ballots, together with other pertinent records pertaining to the vote, shall be maintained by the National Office for at least one year.



## SUMMARY OF TENTATIVE AGREEMENT ESTABLISHING TERMS OF



# 2019 NATIONAL AGREEMENT

The following is a summary of the tentative agreement reached between representatives of the NPMHU and the Postal Service to establish the terms of the 2019 National Agreement.

### TERM

The 2019 National Agreement will cover a period of three years, and will expire at midnight on September 20, 2022.

### GENERAL WAGE INCREASES

All career Mail Handlers will receive four general wage increases during the term:

- the first, retroactively effective to November 23, 2019, will be 1.1%;
- the second, effective on November 21, 2020, will be 1.0%;
- the third, effective on November 20, 2021, will be 1.0%; and
- the fourth, called a special pay adjustment, also effective on November 20, 2021, will be 0.8%.

For Mail Handler Assistants (MHAs), the first three general wage increases will be 1% higher per year, or 2.1% retroactively to November 2019, 2.0% in November 2020, and 2.0% in November 2021. MHAs also will receive the 0.8% wage increase in November 2021, but will not receive Cost of Living Adjustments (COLAs).

### COST-OF-LIVING ADJUSTMENTS

All career Mail Handlers will receive six cost-of-living adjustments, using the July 2019 CPI index as a base:

- the first COLA will be effective in March 2020
- the second COLA will be effective in September 2020
- the third COLA will be effective in March 2021

- the fourth COLA will be effective in September 2021
- the fifth COLA will be effective in March 2022
- the sixth COLA will be effective in September 2022

All cost-of-living adjustments paid during the 2019 National Agreement will be rolled into basic salary immediately.

The exact amount of the COLAs will be based on future increases in the Consumer Price Index. As Mail Handlers know from previous years, because of largely unpredictable fluctuations in the rate of inflation, economists have great difficulty in accurately projecting the amount of these COLAs. For example, the seven COLAs paid during the 40-month term of the 2016 National Agreement averaged \$345 per COLA, even though one COLA was 0 and another was only \$21 because of minimal inflation in the economy. If that average were to repeat itself during the term of the 2019 National Agreement, the COLA provision, by itself, would provide over \$1,800 in additional base wage increases over the next three years. Of course, should inflation moderate, these guaranteed COLA payments will be lower, and should inflation increase more than expected, these guaranteed COLA payments could provide larger wage increases.

### OVERALL IMPACT OF WAGE INCREASES

For a Level 4 Mail Handler at top step, the wage increases during the three years of the 2019 National Agreement — not including COLA — will total \$2,370, including \$668 retroactively effective in November 2019; \$607 effective in November 2020; and \$1,093 effective in November 2021. For a Level 5 Mail Handler at top step, these general wage increases — again not including COLA — will total \$2,413 over the three years of the contract, including \$681 retroactively effective in November 2019; \$619 effective in November 2020; and \$1,114 effective in November 2021. When projected COLA payments are added at the consensus estimate of \$250 per increase, at top step for career employees

there will be an additional \$1,500 in base wage increases — over and above the general wage increases described above — during the term of the 2019 National Agreement. And, of course, protection against future inflation is precisely why the COLA provision remains an important component of the National Agreement.

For MHAs, at Level 4, the rate that started in 2013 at \$13.75, and has recently been \$16.21, will immediately go to \$16.55 per hour retroactively effective in November 2019. By November 2021, the Level 4 rate will go to \$17.36.

### **NO LAYOFF CLAUSE**

All career Mail Handlers employed as of September 20, 2019 will be protected against layoff or force reduction during the entire term of the Agreement, unless Congress repeals or significantly relaxes the Private Express Statutes.

### **ONE-TIME CONVERSION OF MHAS**

The tentative agreement includes a one-time conversion of MHAs in installations which have 200 or more man years of employment, with the conversion to take place within 60 days of ratification. As of the date of ratification, any MHA with 2.5 or more years as an MHA at that time will automatically be converted to full-time career status, without the need to serve another probationary period.

### **ELIMINATION OF ALL CASUAL EMPLOYEES FROM THE MAIL HANDLER CRAFT**

The agreement also eliminates all casual employees from the Mail Handler craft within 120 days of the ratification of the agreement. Under the 2016 National Agreement, the Postal Service has been allowed 3% casuals, down from prior contracts when casual percentages have been as high as 12.5%. In return, the tentative agreement will increase the percentage of MHAs to allow up to 24.5% by Installation (up from 23.5% by Installation and 18.5% by District), and this cap will apply at the Installation level, making enforcement easier for the Union. The tentative agreement will eliminate the District cap, and instead apply a hard cap at the Installation level. In addition, during the peak mailing season, there will be a 56-day period for unlimited hiring of MHAs instead of casuals. This is a historic achievement, as non-career and non-union casuals without a path to career employment have been used in the Mail Handler craft since the 1970s. This also will mean approximately 1,400 additional members of our bargaining unit, which will be good for the employees who are new MHAs and good for the overall strength of the Union.

### **NIGHT SHIFT DIFFERENTIAL**

For the first time since 1996, the Postal Service and the NPMHU have agreed to unlock, each year of the contract, the flat dollar amounts paid for night differential at each grade and step of the wage scales. Under this agreement, all night differentials will increase by 2% per year, effective in May 2020, in May 2021, and in May 2022.

### **HEALTH INSURANCE**

For career employees, in 2020 there will be no change in the percentage of employee contribution to health insurance. For 2021, the Postal Service's share of the cost of health insurance, which currently is at 73% of the weighted average formula used by OPM for federal employees with a maximum percentage of 79.25%, will have its final 1% reduction. Thus, the Postal Service will contribute 73% of the weighted average in 2019 and 2020, and 72% of the weighted average in 2021 and 2022. At 72%, the Postal Service will pay the same as the federal government pays for health insurance costs for federal employees, who receive exactly the same health insurance benefits.

In today's dollars, the 1% increase in health care contributions is equivalent to an increase of approximately \$75 per year for self-only coverage and between \$100 and \$175 per year for family coverage, depending on the particular health plan selected. These amounts automatically are paid with pre-tax dollars, so the actual out-of-pocket cost to each Mail Handler should be less by the percentage of income taxes usually paid.

For MHAs, during their first year of employment, MHAs will be able to maintain their participation in the USPS Noncareer health plan. The Postal Service will continue to pay \$125 per pay period for self-only coverage, but under the tentative agreement, the Postal Service will pay significantly more — namely, 65% of the total premium for any MHA who chooses to participate in the USPS Noncareer plan for self-plus-one or family coverage.

Moreover, after an MHA completes one 360-day appointment, beginning in each MHA's second year of employment, an MHA will be able to choose coverage under the USPS Noncareer health plan (at \$125 per pay period for self only, or with the Postal Service paying 75% of the total premium for self-plus-one or family coverage) or the MHA will be able to use the same dollar amounts from the Postal Service to obtain coverage from the MHBP Consumer Option or the MHBP Value Plan, which are two of the three plans sponsored in the Federal Employees Health Benefits program by the NPMHU.

## CLOTHING ALLOWANCE

There will be a 2.5% increase in clothing allowance during each year of the contract.

## ADDITIONAL HIGHLIGHTS

Under Article 2, a new MOU has been added about a Workforce Free of Harassment. The parties commit to providing employees with a safe, productive, and inclusive workplace, and to establish a Task Force on Preventing Harassment that will be used to ensure that employees are fully aware of policies and procedures that can be used to combat harassment.

A change in Article 8 will guarantee that MHAs receive overtime pay for work performed in excess of eight (8) hours on duty in any one service day or in excess of forty (40) hours on duty in any service week.

The language of Article 12.3B12 has been improved, so that a temporary supervisor returning to the craft for one continuous pay period of 14 consecutive days in order to bid is required to complete that continuous pay period prior to submitting a bid. This effectively increases the period of time during which a temporary supervisor must return to the craft before bidding.

## OTHER CONTRACTUAL PROVISIONS

Article 6 will be amended to ensure that layoffs of career employees, if ever implemented, are prohibited unless preceded by reductions in overtime, MHA hours, and PTF hours.

Another change to Article 8 will allow employees who bid or are reassigned during a calendar quarter to a duty assignment in a different facility, in a different section, or on a different tour may add their names to the overtime desired list, even if not on the OTDL in their prior assignment.

A letter will be issued by USPS management to make clear that MHAs can request use of annual leave in increments of between one (1) and forty (40) hours.

Other changes in Article 10 and related MOUs will provide:

- That access to choice vacation periods for MHAs will be a mandatory topic of discussion during local implementation
- That PTFs have access to the Annual Leave Exchange Option
- That employees will be authorized to receive donated leave under the Leave Sharing MOU to provide care to children born or adopted within the past twelve months
- That guarantee the continuation of National Days of Observance upon the death of former U.S. Presidents

- That the current instructions governing Wounded Warrior Leave are incorporated into the National Agreement

Article 12.2C is amended to require management to provide a hard or electronic copy of the seniority list to union representatives at the Installation level.

The MOU on Relative Standing of MHAs and Subsequent Conversion to Career Mail Handler is amended to require management to provide, upon request, a hard or electronic copy of the relative standing list to union representatives at the Installation level.

The same MOU is amended to use, for MHAs hired after ratification, the Saturday at the beginning of the pay period during which the MHA was hired as the date of relative standing for purposes of future conversion to full-time career. Tie-breaking procedures remain the same, but this change will eliminate potential manipulation of the relative standing list by managers.

Article 12.5 is clarified to ensure that meetings about potential relocation of mail handlers will be held at the Regional level, and that Local Union representatives may attend.

A revised MOU will require any new or vacant part-time career positions (PTR or PTF) be offered to MHAs within 50 miles of the position, offering new conversion opportunities to current MHAs.

Article 12.2G is being amended to provide that Mail Handlers who are involuntarily excessed outside of the installation will have their seniority established by the employee's service time in the losing installation, not the employee's complete Mail Handler service.

Article 12.3B6 is amended to provide that changes in starting time for purposes of bid posting and incumbency rights will be measured on a cumulative basis from the latest of ratification of each National Agreement or the start time at the beginning of each bid.

Articles 12.3B4 (fixed days of work), 12.3B5 (change in duties or change in principal assignment area), and 12.3B6 (change in starting time) have been amended to provide for an expedited selection process within the section when these changes require that an assignment be posted installation-wide bidding.

There are two minor changes to Article 15 in the tentative agreement, including (a) the addition of Employer Letters of Demand (up to \$3,000) to the list of expedited arbitrations and (b) the holding of grievances at Step 3 if locally-filed grievances present the same interpretive issue as interpretive disputes pending at the National level at Step 4.

A change to Article 16.5, providing that a suspension of fourteen (14) days — if a timely grievance is appealed to Step 2 — will not be served until disposition of the grievance, either by settlement, withdrawal, or an arbitrator's final and binding decision.

The MOU on Purging Letters of Warning has been obtained again for all Mail Handlers, and it will again apply to MHAs.

A change to Article 17.5 will ensure that union representatives may attend orientation for new employees transferred to the Mail Handler craft. A separate letter from USPS management will reaffirm that local union representatives must be given advance notice of these orientation meetings.

Article 30 is amended to establish the period for negotiations over Local Memoranda of Understanding to run for 30 consecutive days between May 2, 2020 and June 30, 2020.

The Article 32 MOU on Subcontracting has been continued, as the parties continue to discuss insourcing of work from

the Surface Transportation Centers and the Mail Transport Equipment Service Centers (MTEC).

A Task Force will be created under Article 35 to facilitate NPMHU representation on EAP committees at the District and National levels.

All other MOUs and Letters of Intent, including the MOU on Filling of Residual Vacancies, have been continued, except for certain agreements relating to casual employees, which will remain in effect until all casuals are eliminated but then will be deleted from the 2019 National Agreement as obsolete.

The Joint Education and Training Fund will be continued, with additional funding of \$1 million per year.

All other provisions of the 2016 National Agreement are being maintained, except for date changes or other cosmetic changes that may be necessary to accommodate the new contract.

## HOUSE PASSES H.R. 2382 USPS FAIRNESS ACT

**O**n Wednesday, February 5, members of the House of Representatives voted in favor of H.R. 2382, the USPS Fairness Act, calling to repeal the Postal Service's mandate to prefund its retiree healthcare costs.

The National Postal Mail Handlers Union, along with other postal unions, worked tirelessly to educate Representatives of the financial burden prefunding causes, creating an annual loss of \$5 billion for over a decade. Because of this loss, the Postal Service has been forced to cut service standards and close facilities, and caused it to be unable to focus on revenue growth. By repealing the prefunding mandate, the Postal Service will return to a pay-as-you-go means of

funding retiree healthcare benefits, a practice that is used in all other federal agencies, and within the private sector. NPMHU, the National Association of Letter Carriers, the American Postal Workers, and the National Rural Letter Carriers Association expressed in a letter to members of House, "After 13 years of gridlock over more comprehensive postal reform, the USPS Fairness Act would ease the burden on Congress by reducing the size of the financial hole to be filled."

Upon the passage of the bill, NPMHU National President Paul V. Hogrogian commented, "This bill is an important first step towards obtaining fiscal stability for the Postal Service. As H.R. 2382 received overwhelming bipartisan support with a vote of

309–106, it is obvious Representatives recognize how vital the Postal Service is to all Americans."

However, today's passage in the House does not mark the end of NPMHU's efforts to repeal the prefunding mandate. In order for the USPS Fairness Act to become law, it needs to next be passed in the Senate, the signed by the President. On December 3, 2019, Senators Steve Daines (R-MT) and Brian Schatz (D-HI) introduced a companion bill, S. 2965, in the Senate. NPMHU will continue its dedicated work to fully repealing the prefunding mandate and other avenues to create a sustainable Postal Service while protecting its dedicated mail handlers.



# MAIL HANDLERS TO CONVENE IN DENVER, COLORADO

MEMBERS MAY SUBMIT PROPOSED CONSTITUTIONAL AMENDMENTS AND RESOLUTIONS

Planning is well underway for the 2020 NPMHU National Convention, which is scheduled to take place at the Hyatt Regency Convention Center & Hotel in Denver, Colorado during the week of August 11, 2020. Three-hundred and forty mail handlers from across the country, who are currently being chosen through the Local Union delegate election process, will serve as delegates and will help to set the agenda of the Union for the next four years.

The theme for our 2020 National Convention is “**NPMHU — Believe and Achieve.**” This theme reflects on the importance of our craft, our faith in the value of the work we do and the many triumphs of our organization. Mail Handlers are united in our economic, political, and workplace struggles. Together, in unity, we can overcome adversities: we can Believe and Achieve. As a member of the NPMHU, you are a component of our future and a key to the success of the organization. Believe and Achieve!

Throughout the summer, committees appointed by National President Paul Hogrogian will meet to review and establish a full agenda for the 2020 Convention, including possible constitutional amendments and resolutions that may be submitted for consideration by the delegates. In addition to the traditional Constitution and Resolution Committees — and in recognition of the increasing role that the NPMHU has played in ongoing legislative issues on Capitol Hill — President Hogrogian has once again empanelled a Legislative Committee to review and recommend the adoption of

resolutions concerning legislative and political matters.

Members of the NPMHU who wish to submit proposals for consideration by the delegates at the 2020 National Convention must follow the requirements set forth in the NPMHU National Constitution.

## PROPOSED CONSTITUTIONAL AMENDMENTS

As set forth in Article XII of the National Union Constitution, the delegates to the 2020 National Convention will consider and vote upon amendments to both the NPMHU National Constitution and the Uniform Local Union Constitution that governs all Local Unions affiliated with the NPMHU. As stated in Article XII, Section 10:

*“For proposed amendments to this Constitution to be considered by a National Convention, 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.”*

Although not required by the Constitution, it would greatly assist the Constitution Committee if submissions were formatted as follows: (1) List the current constitutional language; (2) List the new or changed language that you are proposing; and (3) Explain the reason for the proposed change.

## PROPOSED RESOLUTIONS

In addition, the current National Constitution also sets forth the governing procedure for the consideration of resolutions, whether related to legislation or other topics of interest to mail handlers. In particular, Article XII, Section 15 provides as follows:

*“Resolutions submitted for consideration of the National Convention must be received by the National President no later than sixty (60) days prior to the opening date of the National Convention. Such resolutions shall be referred to the Committee on Resolutions for consideration and recommendation to the Convention delegates for adoption, modification, or rejection thereof.”*

Should you have any constitutional amendments or resolutions that you would like to propose, please be sure to follow the procedures set forth in Article XII of the National Constitution. Because the opening of the National Convention is set for Tuesday, August 11, 2020, all submissions must be **received** at the National Office no later than Friday, June 12, 2020, which is sixty days prior to the opening of the 2020 National Convention. The address for submitting any proposed amendments or resolutions is:

### NPMHU

2020 National Convention  
815 16<sup>th</sup> Street NW, Suite 5100  
Washington, DC 20006

Finally, please be aware that the National Postal Mail Handlers Union has a 2020 Convention website that will go live in the next few months. The site will feature convention news and announcements, convention resources and committee assignments and reports. During the 2020 NPMHU Convention, the site will be updated daily with photos, videos, committee reports and the event agenda.

## UPDATE ON THE RI-399 MONETARY SETTLEMENT APPEAL PROCESS

Teresa Harmon, Manager, CAD



**T**he RI-399 Update MOU provided monetary payments to approximately 38,000 eligible mail handlers, for a total of almost \$14.5 million dollars.

The criteria approved by the NPMHU National Executive Board to establish eligibility for this payment is as follows:

1. In order to be eligible for payment, a Mail Handler had to be in the NPMHU Bargaining Unit (Career or Mail Handler Assistant) and on the rolls of the Postal Service during the Pay Period which ended on September 1, 2017 and the Mail Handler had to be in the NPMHU Bargaining Unit (Career or Mail Handler Assistant) and on the rolls of the Postal Service during the Pay Period which ended on March 15, 2019. A Mail Handler must satisfy both of these criteria for payment.
2. Eligible payees in the Bargaining Unit for less than 5 years (as of September 1, 2017) were awarded 1 Share.
3. Eligible payees in the Bargaining Unit for 5 years or more but less than 10 years (as of September 1, 2017) were awarded 2 Shares.
4. Eligible payees in the Bargaining Unit for 10 years or more but less than 20 years (as of September 1, 2017) were awarded 3 Shares.
5. Eligible payees in the Bargaining Unit for 20 years or more (as of September 1, 2017) were awarded 4 Shares.

The Share amounts were calculated to be worth:

- 1 Share: \$143.90
- 2 Shares: \$287.80
- 3 Shares: \$431.70
- 4 Shares: \$575.60

The USPS made the payment on this settlement in the final pay period of the 2019 fiscal year, with the payment being included in the October 4, 2019 regular paycheck. However, the information that was provided by the Postal Service and used to determine share amounts did not provide accurate information of mail handler service time if the employee had either transferred facilities or had been excessed to another postal facility. Instead, the information only included mail handler service time in each employee's current facilities. With that in mind, and with the potential for inadvertent errors when there are such a large number of payees, the National Office established a Union-run appeals

committee to process for any claims of payment error. The decisions made by this appeals process are final and binding.

Mail Handlers had until January 17, 2020 to submit an appeal. The National Office received approximately 800 appeals by that deadline. Of those, approximately 600 did not include enough information for the committee to properly process the appeals. Thus, on January 17, 2020, the appeals committee sent those 600 a request for additional information to support their claims. That information must be received by the National Office on February 14, 2020.

The appeals committee is diligently reviewing the appeals as we receive them. The list of approved payees will be submitted to the Postal Service after the final date passes for additional information. It is anticipated that the Postal Service will have them processed in or around April 2020, but we will update that information as we receive it. Letters will be sent to all mail handlers who have submitted appeals to inform them of their appeal status at the end of the review period.

### LOCAL MEMORANDUM OF UNDERSTANDING/IMPASSE PROCEDURES

In anticipation of having a ratified National Agreement before the next quarterly magazine is published, I want to go over the process for negotiating the Local Memorandum of Understanding and the Impasse Procedures that are contractually mandated based on the time for Local negotiations to start.

The National Agreement under Article 30 allows for Local negotiation of 20 specific items, provided that no Local Memorandum of Understanding may be inconsistent with or vary the terms of the National Agreement.

These items include the following:

- a. Additional or longer wash-up periods
- b. Guidelines for the curtailment or termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions
- c. Formulation of local leave program
- d. The duration of the choice vacation period
- e. The determination of the beginning day of an employee's vacation period

- f. Whether employees at their option may request two selections during the choice vacation period, in units of either 5 or 10 days
- g. Whether jury duty and attendance at National or State Conventions should be charged to the choice vacation period
- h. Determination of the maximum percentage of employees who shall receive leave each week of the choice vacation period
- i. The issuance of official notices to each employee of the vacation schedule approved for such employee
- j. Determination of the date and means of notifying employees of the beginning of the new leave year
- k. The procedures for submission of applications for annual leave during other than the choice vacation period
- l. Whether "Overtime Desired" lists in Article 8 shall be by section and/or tour
- m. The number of light duty assignments to be reserved for temporary or permanent light duty assignment
- n. The method to be used in reserving light duty assignments so that no regularly assigned member of the regular work force will be adversely affected
- o. The identification of assignments that are to be considered light duty
- p. The identification of assignments comprising a section, when it is proposed to reassign, within an installation, employees excess to the needs of a section
- q. The assignment of employee parking spaces
- r. The determination as to whether annual leave to attend Union activities requested prior to determination of the choice vacation schedule is to be part of the total choice vacation plan
- s. Those other items which are subject to Local negotiations as provided in the following Articles:
  - Article 12, Section .3B5
  - Article 12, Section .3C
  - Article 12, Section .3E3g
  - Article 12, Section .4
  - Article 12, Section .6C4a
  - Article 13, Section .3
- t. Local implementation of the National Agreement relating to seniority, reassignments and posting.

The tentative 2019 National Agreement identifies the timeframes for negotiations of the Local Memorandum of Understanding as a thirty (30) consecutive day bargaining period during the sixty (60) day period commencing on May 2, 2020 and ending on June 30, 2020. The default bargaining period, if the parties cannot agree to the exact thirty (30) day period, is June 1, 2020 through June 30, 2020. The implementation procedures will appear as a MOU in the new National Agreement.

Either party can open negotiations with notification to the other party on or before May 15, 2020. The key timeframes to remember regarding Local negotiations are as follows:

1. The deadline for notification of intent to open negotiations is May 15, 2020. If neither party provides written notification of its intent to invoke Local implementation procedures by May 15, 2020, presently effective Memoranda of Understanding that are not inconsistent or in conflict with the 2019 National Agreement shall remain in effect during the term of the Agreement. The 2019 National Agreement will be in effect from September 21, 2019 through September 20, 2022.
2. Initial proposals must be exchanged by the parties within the first twenty-one (21) days of the thirty (30) consecutive day Local implementation period.
3. In the event that any issue(s) remain in dispute at the end of the thirty (30) consecutive day implementation period, each party shall identify such issue(s) in writing. Initialed copies of this written statement and copies of all proposals and counterproposals pertinent to the issue(s) in dispute shall be appealed within fifteen (15) days after June 30, 2020 to all of the following:
  - LR Service Center, Installation Head, Local Union President, NPMHU Regional Representative
4. The appropriate management official at the Area office and the Regional Union representative shall attempt to resolve the matters in dispute within seventy-five (75) days of June 30, 2020. The appropriate management official at the Area office and the Regional Union representative will have full authority to resolve all issues at dispute.
5. If the parties at the Area/Regional level are unable to reach agreement by the end of the seventy five (75) day period, the issues may be appealed to final and binding arbitration within twenty one (21) days of the seventy five (75) day period. The issues may be appealed by either the Union or the Postal Service's Vice President of Labor Relations. An appeal by the Union is done by the National Office.
6. Once the case is appealed to arbitration, it will be returned to the Local Union for processing. The appeal will be given priority scheduling on the District Regular Contract Docket, meaning that that it will be moved to the top of the arbitration docket for contract/non-disciplinary cases.

There is a training scheduled on Local Memorandum of Understanding for April 8, 2020, during the next SAMLU meeting, contingent on ratification of the contract.

If you have any questions, please talk to your Local Union official for more information.



# Welcome Home

Whether you are in the market to purchase a home or refinance an existing mortgage, **Union Plus offers two mortgage providers** designed to help union families. Every mortgage provides hardship assistance in case of disability, layoff, lockout, or strike.

Find out more about this and other great Union Plus programs by visiting [unionplus.org](http://unionplus.org).



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## MOVING FORWARD IN THE NEW YEAR

Katie Maddocks, Legislative and Political Director



**A**s 2020 has just begun, the NPMHU is hopeful that the new year in Congress is just as positive as the last.

2019 provided many positive steps forward for the United States Postal Service and its employees on Capitol Hill. The year began with members of the House of Representatives immediately introducing resolutions calling for the Postal Service to remain a public institution and not become subject to privatization, and for the Postal Service to return to its 2012 service standards. It ended with positive movement on H.R. 2382, the USPS Fairness Act. This legislation calls for the repeal of the onerous mandate to prefund retiree healthcare benefits, which is responsible for 100 percent of USPS's financial losses since 2013. In a hearing on the financial status of USPS in April 2019, it was repeatedly noted that no other federal agency is forced to prefund retiree healthcare benefits, and if a private company were forced to do so, it would risk bankruptcy. While the bill would not resolve all of USPS' financial problems, it would help move it onto the right path.

The NPMHU worked with other postal unions to ensure that there was strong support for H.R. 2382, and our actions resulted in over 300 bipartisan members of the House cosponsoring the bill. This support led to a vote on H.R. 2382 being called during the week of February 3, 2020. On the Senate side of Capitol Hill, Senators were equally as supportive, obtaining a majority of support on its own resolution protecting against privatization, S. Res. 99, as well as introduction of companion language to the USPS Fairness Act, S. 2965.

In order to do so, NPMHU members must remain vigilant against threats against their professional livelihoods. Recently, these threats have been seen with the USPS Five-Year Plan and a Government Accountability Office (GAO) report, GAO-20-140, on USPS employee compensation, both released in January 2020.

The Five-Year Strategic Plan, which initially was proposed as a ten-year plan scheduled to be released in January 2019, is vague in its recommendations, but its proposed changes for middle-mile operations could result in plant restructuring or closures. The plan also repeatedly mentions utilizing more public-private partnerships as a

means of increasing efficiencies and lowering costs, which could result in privatizing jobs.

Further threatening employees, the GAO report called upon USPS and Congress to review employee structure and compensation in order to obtain significant financial savings. This included utilizing non-career employees at greater rates in order to save on benefits and salary payments. The report also suggested reducing USPS contributions to healthcare coverage. While this would create savings for USPS, it would be accomplished only at the expense of workers. The report further called for moving away from collective bargaining rights over compensation, allowing USPS to implement pay cuts. This is similar to the proposal seen in the Postal Task Force report issued in December 2018.

Though these suggestions from USPS and GAO would be detrimental to postal employees, to implement them would require congressional approval. Members of Congress, however, have recently shown strong support to not only protect the Postal Service from privatization, but also union jobs. It is unlikely these propositions will go far on Capitol Hill.

One member of Congress who will be genuinely missed in the new year is House Committee on Oversight and Reform (COR) Chairman Elijah Cummings (D-MD-07). Chairman Cummings passed away on October 17, 2019. Chairman Cummings served in the House since he was first elected in 1996, and held a leadership position on COR since December 2010. During his tenure, he was a consummate champion of postal employees' rights and thoroughly understood the need for a sustainable Postal Service.

After his passing, the House Democratic Caucus elected Representative Carolyn Maloney (D-NY-12) to take over as

**visit [www.canivote.org](http://www.canivote.org) to see your registration status, polling locations, and when primary and general elections will take place.**

chair. Chairwoman Maloney has been a longtime supporter of working families, and the NPMHU looks forward to working with her on postal issues. Other changes to COR include the additions to the majority side with Katie Porter (D-CA-45) and Deb Haaland (D-NM-01), as well as to the minority side with Fred Keller (R-PA-12).

## ELECTIONS 2020

While November 3, 2020 seems far away, NPMHU members are preparing to vote for not only the President of the United States, but also for their members of Congress. At the time of publication, presidential primary caucuses have already begun in select states, and congressional primary elections are set to begin in the first week of March. Election Day 2020 will be here before we know it.

All 435 seats within the House of Representatives will be up for re-election, as well as 35 seats (including 2 special elections) in the Senate. We've already seen Representatives and Senators announcing they will not seek office again in

2020: 35 Representatives are leaving office, while 5 Senators are leaving. Historical voting trends show Democrats likely to retain power with the House and current polls show it is likely that Republicans will retain their majority in the Senate. But this information should not be taken as election decisions are already made. There are currently 17 House races rated as a toss-up (5 currently held by Republicans and 12 currently held by Democrats), while 3 Senate races (all currently held by Republicans) are rated as such. In the 2108 elections, 98 Representatives won their elections with 55 percent of the vote or less, and 19 Senators won with 55 percent of the vote or less. Voter participation matters.

The NPMHU encourages all of its members and their families to participate in the upcoming elections. You can check with your state's Secretary of State office, or visit [www.canivote.org](http://www.canivote.org) to see your registration status, polling locations, and when primary and general elections will take place.

Of greater notoriety, there also will be a presidential election in eight months. While postal issues are not getting as much press time as topics such as immigration, healthcare, or education, candidates have commented on their policy on USPS. President Trump let his stance on the future of the Postal Service and its employees be known with the report of the Postal Task Force, which called for an end of collective bargaining rights and a move towards privatization. Many of the Democratic candidates have spoken out on the importance of unions in the workforce, as it is a means of strengthening the middle-class and provides fair pay and benefits for hard working Americans. Candidates Biden, Bloomberg, Buttigieg, Gabbard, Klobuchar, Sanders, Warren, and Yang have explicitly stated to the AFL-CIO their support for keeping the Postal Service a public entity as privatization would be harmful to both employees and customers.

Regardless of political party or ideology, consider candidates who are supportive of ensuring a sustainable Postal Service that protects its workers and their jobs, while meeting the demands of all Americans. We can work together to elect postal friends and champions to Congress and the White House.

## THANK YOU, BOB LOSI

I want to extend my deepest thanks and congratulations to my predecessor, Bob Losi, as he begins his much-deserved retirement. Not only was he a dedicated servant of the union, he also is a great philanthropist, working for charities to serve those in need. I have known Bob for the better part of the last decade during my time working for other unions and associations. Throughout the years, he provided me not only professional guidance but also (sometimes much needed) laughs; I am truly indebted to him. While he'll only be a phone call away, he will be greatly missed at NPMHU Headquarters. Thank you and good luck, Bob!



# 2020 PAC

## INCENTIVE AWARDS



### 2020 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Hat
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Wine Tote
Ambassador	\$500	PAC Sunglasses

## YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at [www.liteblue.usps.gov](http://www.liteblue.usps.gov). Follow the instructions printed on page 20 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



## NOTICE CONCERNING CONTRIBUTIONS:

Contributions to the Mail Handlers PAC are not deductible as charitable contributions for purposes of federal income taxes. In addition, federal law requires that the Mail Handlers PAC report to the Federal Election Commission the name, mailing address, occupation, and name of employer for each individual whose contributions in any calendar year total in excess of \$200. Please also note that the Mail Handlers PAC has political purposes, and that all members have the right to refuse to contribute, and the right to revoke their authorization for any continuing contributions, without any reprisal.

## PAC CONTRIBUTION BY PERSONAL CHECK, MONEY ORDER, OR CREDIT CARD:

You can contribute directly to the Mail Handlers PAC by filling out the following information and mailing it to:

**Mail Handler PAC**  
P.O. Box 65171  
Washington DC 20035

*Please enclose your check or money order, or provide authorization to charge your credit card.*



(Cut here and return to NPMHU PAC)



## YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

This is to certify that I, \_\_\_\_\_, have voluntarily contributed the amount listed below, to the NPMHU PAC. I understand that this voluntary contribution is not a condition of membership in the union; I have the right to refuse to contribute without any reprisal; if specific contribution amounts are mentioned they are merely suggestions and I am free to contribute more or less; the Union will not favor or disadvantage me because of the amount of my contribution or my decision not to contribute; NPMHU PAC will use the money it receives to make Political expenditures and contributions in connection with federal elections; and only U.S. Citizens and lawful permanent U.S. residents are eligible to contribute.

Address \_\_\_\_\_ Local \_\_\_\_\_

Employer (if other than USPS) \_\_\_\_\_ Job Title \_\_\_\_\_

Contribution Amount: (Please check one):

- \$26 (Member)     \$52 (Sponsor)     \$100 (Activist)     \$250 (Leader)     \$500 (Ambassador)  
 Other \_\_\_\_\_

Please enclose your check or money order, or authorization to charge your credit card.

VISA     MASTERCARD    Acct.# \_\_\_\_\_

Signature \_\_\_\_\_ Expiration Date \_\_\_\_\_

Contributions to the NPMHU PAC are not deductible as charitable contributions for federal income purposes.

## You also can make your PAC contribution by bi-weekly salary allotment through PostalEASE (access by phone or on the web):

### PostalEASE by TELEPHONE:

1. Dial **1-877-4PS-EASE**—(877-477-3273) and follow the prompt for the Employee Services Main Menu.
2. When prompted, press **#1** for PostalEASE
3. When prompted, enter your eight-digit USPS employee identification number.
4. When prompted again, enter your USPS PIN number. (This is the same as the PIN number you use for telephone bidding and/or other payroll allotments.)
5. When prompted, choose option **#2** (to select payroll allotments)
6. Then choose option **#1** (to select allotments)
7. When prompted, press **#2** to continue
8. When prompted, press **#3** to add the allotment
9. When prompted for the routing number, enter **054001220**
10. When prompted for the account number, enter the following:  
**11260001** \_\_\_\_\_—\_\_\_\_—\_\_\_\_\_ (the last nine digits of your account number is your social security number—this information will allow us to identify you as the PAC contributor).
11. Press **#1** if correct
12. When prompted, press **#1** for “checking”
13. When prompted, input the bi-weekly dollar amount of your PAC allotment.
14. Press **#1** if correct
15. When prompted, press **#1** to process
16. You will be provided a confirmation number as well as the start date for the salary allotment.
17. For your records:
  - Record the confirmation number
  - Record the start date of the salary allotment
18. Press **#1** to repeat, or press **#9** to end call

### PostalEASE on the WEB:

To initiate your bi-weekly PAC contribution on the web, simply go to **[www.liteblue.usps.gov](http://www.liteblue.usps.gov)**

1. Enter your eight-digit USPS Employee ID Number and your USPS PIN
2. Follow the link to PostalEASE—you will again be asked to enter your Employee ID Number and USPS PIN
3. Follow the link for PAYROLL – Allotments/NTB
4. Continue to the ALLOTMENTS section
5. Your ROUTING TRANSIT NUMBER is: **054001220**
6. Your ACCOUNT # will be: **11260001** \_\_\_\_\_—\_\_\_\_—\_\_\_\_\_ (the last nine digits of your account number is your social security number—this information will allow us to identify you as the PAC contributor).
7. For ACCOUNT TYPE—please select “CHECKING”
8. When prompted, please input the AMOUNT that you would like to contribute to the PAC each pay period.
9. To process your PAC allotment, you will need to select the VALIDATE button, and to finalize the transaction, please select SUBMIT. Be sure to print out a copy of the confirmation page for your records.

# NPMHU PAC

## 2019 CONTRIBUTORS



**T**he National Postal Mail Handlers Union Political Action Committee (NPMHU PAC) contributes to campaigns of candidates for and incumbents of Congress who repeatedly demonstrate “concern for working people and for [the] aims and objectives of the NPMHU and the entire trade union movement.” The PAC is non-partisan in its operations, and, by federal law, is financed completely through voluntary contributions from members and groups who subscribe to the objectives of the Mail Handlers PAC. Your Union needs your active involvement in contributing to the Political Action Committee to assist candidates who will work to protect the wages and benefits of all Mail Handlers. Our PAC membership is small but growing larger. Below is a list of the 2019 contributors to the NPMHU Political Action Committee. It is an honor roll of members who have contributed to the growing political power of your Union.

## PAC CONTRIBUTIONS FOR 2019

MEMBERSHIP LEVEL: **AMBASSADOR** (contributed at least \$500 last year)

297	Michael Caird	304	Rakel Dudley	310	Carlton Stephens	322	John Szewcyk
297	Nathaniel Campbell	304	Gregory Hill	311	Byron Bennett	323	Tina Freeman
297	Ricky Western	304	Steve Lenzly	315	Jerry Alexander	323	Jeffrey Larsen
300	Wilfredo Delgado	304	William McLemore	316	Pago Afualo	323	Kathleen Schultz
300	James Smith	304	Darvis Wanton	316	Renita Conley	323	Douglas Vitek
300	Kevin Tabarus	304	Gloria Ward	316	Irene Lowery	324	Daniel Riemann
300	Donald Utz	306	Mark Blough	316	Courtney Retter	329	Samuel Hudson
301	Jeffrey Anderson	306	Richard Coleman	316	Deborah Retter	329	Charles Smith
301	Robert Burke	306	June Harris	316	Gene Rezac	329	Julius Takacus
301	Bernard Dambach	306	Wayne Hopkins	316	Don Sneesby	331	Michael Foster
301	Patrick Donovan	306	Marlon Johnson	318	Carlos Davila	333	Craig Bindrum
301	Mark Elia	306	Kenneth Leftridge	318	Lawrence Sapp	333	Doris Hampton
301	John Hegarty	306	Manuella Morris	318	Thomas Sheldon	334	Alexander Adams
301	Randy Oliver	306	Gregory Newsome	320	Arturo Aguilar	334	Sheldon Adams
301	Patrick O'Rourke	308	John Gibson	320	Adrian Alvarez	Nat'l Staff	Bobby Blum
301	Martin Paredes	308	Michael Rembelinsky	320	Alex Cervantes	Nat'l Staff	Kevin Fletcher
301	Charles Pierce	309	Joyce Miskell	320	Shawn Garey	Nat'l Staff	Nina Gallaresi
301	Neil Ryan	309	Mark Nitkiewicz	320	Felipe Ruiz	Nat'l Staff	Donald Gonzales
301	Daniel St. Marie	309	David Wilkin	320	Simon Spotts	Nat'l Staff	Teresa Harmon
301	Joseph Stanlione	310	Andy Badilishamwalu	321	Curtis Beattie	Nat'l Staff	Paul Hogrogian
301	Sean Sweeney	310	Carlos Castellucci	321	Curtis Grantham	Nat'l Staff	Michael Hora
302	Anthony Coleman	310	Reginald Chambers	321	Zack Mischo	Nat'l Staff	Eugene Horton
303	Denise Brown	310	George Coubertier	321	Jeffrey Morgan	Nat'l Staff	Robert Losi
303	Eddie Cowan	310	Charles Franklin	321	Claude Ridley	Nat'l Staff	Charles Manago
303	Gary Doss	310	Lisa Greer	321	Michael Ruiz	Nat'l Staff	Eileen Mills
303	Lance Holmes	310	Robert Larmore	321	Samuel Tweneboa-Koduah	Nat'l Staff	David Ross
303	Daniel Ortega	310	Nolan McClendon	321	Errol Wilson	Nat'l Staff	Thomas Ruther
304	Harmon Dixon	310	Chawanda Parson	322	Kelly Dickey		

**MEMBERSHIP LEVEL: LEADER (contributed at least \$250 last year)**

297	Pamela Grant	303	William Roux	309	Timothy Morath	323	Dean Abatte
297	William Staab	303	Juan Torres	309	Lisa Pruchnicki	323	Brian Blatchford
299	Tanya Arcangel	303	Debra Works	309	Nick Pruchnicki	323	Brock Engstrom
300	Raymond Bermudez	304	Daniel Cody	313	Juan Morales	327	Ronnell Smith
300	Alfred Conyers	304	Rhonda Hinkle-McCoy	316	Shaun Bezella	328	Todd Larson
300	Richard Couvertier	304	Rondal Pitcock	316	Thomas Bilodeau	329	Calvin Booker
300	Irene Delgado	304	Michael Sexton	316	Leo Ebio	329	Woodrow Douglas
300	Terrence Flynn	305	James Cox	316	Gary Kalich	329	John Macon
300	Stanley Howard	305	Lamar Grigsby	316	Gregory McGovern	332	Woodrow Hendrickson
300	Yvette Johnson	305	Leslie Hamlett	316	Petra Rezac	332	Robert McFall
300	Peter Letizia	305	Felandria Jackson	316	Mark Sagatu	332	James Smith
300	Dawn Licata	305	Michael Perry	317	Ronnie Sanders	333	Barry Adair
300	Daniel Martinelli	305	Shavonnie Zimmerman	317	Don Turner	333	Mike Ballard
301	John Bessette	306	Jeff Bridges	318	Wayne Campbell	333	Steve Benschoff
301	Michael Bisons	306	George Cantrell	318	Luis Centeno	333	Wayne Burch
301	Paul Bureau	306	John Corley	318	Larry Dowdell	333	Eric Cory
301	Christin Chartier	306	Vincent Gross	318	Shawndala Jones	333	Susan Cowman
301	Michael Coletta	306	Miller Hall	318	Enrico Reedy	333	Shane Ford
301	Scott Curtis	306	Manuel Lazu	318	King Solomon	333	Bernal Gutierrez
301	Michael Hatem	307	Derek Douglass	318	Chris Strang	333	Kyle Hanks
301	Charles Masterson	308	Nicholas Campellone	318	Ronnie Whitfield	333	Robert Howe
301	Rene Morissette	308	Mitch Fite	320	Darren Dankert	333	Alan Joiner
301	James Roche	308	Jeanne Gladiilina	320	Robert Fournier	333	Randy Krueger
301	Victorino Tionson	308	Robert Glycenfer	321	Mark Amaro	333	Jeffery Marean
301	Dorothy Wollensack	308	Michael Mohan	321	Daniel Elliot	333	Monica Marshall
301	William Zayat	308	Mildred Wagner	321	Chance Goodson	333	Frankie Micile
302	Tony Bell	308	Richard Zeh	321	Roberto Hernandez	333	Jeffrey Mount
302	Kimberly Garcia	308	Joseph Zelenenki	321	Richard Lairscey	333	Baribor Ngia
302	Paula Ward	309	Rebecca Bicksler	322	William Best	334	Anthony Shell
303	Phillip Ciulla	309	Daniel Cornish	322	David Cavalier	Nat'l Staff	Mitzi Montemore
303	Van Cunningham	309	Tanya DeRouville	322	Kamayay Collins		
303	Jason Marlow	309	John Esterdahl	322	Joseph Fitzgerald		
303	Osvaldo Quintana	309	Howard A. Fagan-Solis	322	Michael McIntyre		

**MEMBERSHIP LEVEL: ACTIVIST (contributed at least \$100 last year)**

299	Jose Bautista	301	Geoff Henderson	303	Wendell Jackson	306	Anthony Williams
299	Ronald Fisher	301	Fred Hickey	303	Kathleen McNeil	306	Mae Winters
299	Ernest Knight	301	Thomas Kondroski	303	Ray Paniagua	306	Dani Zimmerman
299	Calvin Takae	301	Scott Lasell	303	Carlos Perez	307	James Haggarty
300	Gloria Barrios	301	Allen Lecours	303	Aukushan Scantlebury	307	LaDonna Hardy
300	Peter Bilotta	301	Mathew McGrath	303	Kenneth Smith	307	Bill Harris
300	Lenor Brunson-O'Neal	301	Bernard Meehan	304	James Clark	307	Marlon Harris
300	Howard Curry	301	Jacqueline O'Connell	304	Thomas Davis	307	Christina Larkins
300	Tanya Elder	301	Susan O'Leary	304	Theron Long	307	Rita Tripp
300	Minerva Fuentes	301	Michael Pasquale	305	Terry Claytor	308	Ottina Fallz
300	Robert Koontz	301	Vincent Raillo	305	David Cocke	308	William Harris
300	Lucy Lombardo	301	Dennis St Pierre	305	Richard Flanagan	308	Kris Keehn
300	Frank Longo	301	Timothy Sullivan	305	Danny Mangan	308	Matthew Matteis
300	Joseph Palau	301	Keith Vincent	305	Byron Scott	308	Shelby Root
300	Mark Palovchek	302	Dean Deluna	306	Brian Bragg	308	Raymond Rosenberger
300	Antonio Sanchez	302	Ruben Martin	306	Tiffany Byers	308	Laurene Smith
300	Sharon Scott	302	Dwight Parker	306	Austin Carr	308	Ronald Sweetman
300	Theresa Start	302	Matthew Story	306	Robert Howze	309	James Ditchfield
301	Phillip Alvarado	303	Terrie Collins	306	Jeanine Hutcherson	309	Paul Forshey
301	Peter Baltos	303	Paul Costello	306	Sharifa Knowles	309	Edward Hamlin
301	Todd Bjunes	303	Cesar Enciso	306	Nick Lehto	309	Ronald Heiss
301	Cindy Depietro	303	Howell Fontanilla	306	Richard Porter	309	Robert Law
301	William Flynn	303	Cathy Gravino	306	Max Rehbein	309	Raymond Morrison
301	Robert Goggin	303	Christina Harper	306	Joseph Sell	309	John Tankalavage

MEMBERSHIP LEVEL: **ACTIVIST** (contributed at least \$100 last year) *continued*

310	Troas Boyd	318	Ben Martin	333	Mark Alexander	333	Francis Montgomery
310	Derek Burke	318	Jorge Ortiz	333	Marvin Bennett	333	Calvin Nettles
310	James Densler	318	Donna Turner	333	Bryant Blackman	333	David Parrish
310	William Hopkins	318	Suzanne Viveiros	333	Harvey Blackman	333	James Pledger
310	Orlando Nichols	320	Theresa Corcoran	333	Thomas Blair	333	Dennis Reeser
310	Kenneth Watson	320	Bernie Gonzalez	333	Tim Brettmann	333	Douglas Riseley
311	Dana Davenport	320	Jeremy Wood	333	Denise Brown	333	Larry Rose
311	Linda Lewis	321	Deb Alder	333	Michael Carpenter	333	Mark Sanders
311	Lelo Simmons	321	Michael Blackburn	333	Wayne Coe	333	Dwaynise Schoep
311	Abdul Whisenhunt	321	Robert Koryto	333	David Coffman	333	Blake Scott
313	Irene Sanchez	321	Richard Ruiz	333	Robert Connair	333	Corey Smith
313	Maurice Torres	322	Joseph Burns	333	Cody Current	333	Jeffrey Smith
313	Luis Toyos	322	Linda DeHaven	333	Dave Current	333	Michael Smith
315	Colin Moore	322	Ken Koscinski	333	Lorren Dennison	333	Brian Tallman
315	Kevin Parsons	322	James Lubbert	333	John Fickes	333	Karen Tallman
315	Tammy Ryan-Lucky	323	Patricia O'Brien	333	Terry Fitzgerald	333	Gary Terrell
316	Alan Brashear	323	Michael Straiton	333	Deborah Hall	333	Donald Thomas
316	Aaron Doherty	324	Stephen Ikley	333	John Haus	333	Leslie Trujillo
316	Sean Fryer	327	Larry Burk	333	James Heath	333	Susanna Ward
316	Steven M. Kim	327	Brock Isakson	333	Kenny Hepker	333	Lawrence Ware
316	Timothy Kovac	328	Larry Karsten	333	Lori Heuton	333	Greg Webb
316	John Luke	328	Darren Marso	333	Stephan Hopkins	333	Kurtis Weeks
316	Johnny McKissick	328	Arlan Smedsrud	333	Larry Humeston	333	Richard White
316	Richard Neal	330	Robert Griffith	333	Dennis Irvin	333	David Williams
316	Michael Rolniak	330	John Regis	333	Lee Kessler	333	Stephanie Yang
316	Salvatore Schillaci	331	Daniel Barnaby	333	Sherri Kingery	334	Octavia Sas
316	Kathryn Triggs	331	Lloyd Johnson	333	Danelle Krull	334	Ronald Sodaro
316	Anthony Watson	331	Nathan Price	333	Robert Lawson	334	Rudolph Stephens
317	Rodney Tyus	332	Steven Jensen	333	Danny Luing	Nat'l Staff	Noah Giebel
318	Shimmel Brown	332	Matthew Stevens	333	Angela Marshall	Nat'l Staff	Debra Meyers
318	Charlotte Douglas	332	Edvina Tesch	333	Ervin McKnight		

MEMBERSHIP LEVEL: **SPONSOR** (contributed at least \$52 last year)

297	Cecil Brown	302	Leroy Vance	308	Geraldine Sterrette Cooper	321	Tonya Ferguson
299	Deanna Parker	303	Christopher Gayles	308	Richard Vennera	321	Eric Reen
300	Mark Chandler	303	Christopher Harris	308	Gregory Waters	321	Linda Solomon
300	Joseph Costigan	303	Henrietta Hogg	309	Daniel De Rouville	321	Cicero Untalan
300	Spencer Effenbaum	303	Maura Pettit	309	Gary Gove	322	Joseph W. Harker
300	Stephen Fletcher	303	Robert Rodriguez	309	Douglas Heyden	322	William Potochnik
300	Steve Morrow	303	Thomas Sansevere	309	Michael Knapik	322	Donna Truschel
300	Atika Muhammad	303	Eric Schneider	309	Douglas Marinelli	322	Roberta Wanner
300	Kim Pinkney	303	Brenda Thompson	309	Adrien Rameau	323	John Frey
300	Charles Price	305	Ernie Sawyer	310	Gary Reid	323	Gary Tollefsrud
300	Gilbert Stevens	306	Steven Barber	311	Bridget Lightbourne	324	Joe Impson
300	Victor Stewart	306	Dennis Gunn	311	Jennifer Price	324	Carmalita Reynolds
300	Trevor Stuart	306	Michael Schultz	312	Alice Bingham	325	Tarus Esco-Cole
301	George Buckley	306	Judy Wells	312	Vanessa Emery	328	Neil Edberg
301	Timothy Dwyer	306	Geiselle Williams	313	Fredis Maldonado	332	Robert Greenwell
301	Reynaldo Figueroa	308	Brian Carson	313	Abdiel Quinones	332	Karl Salzer
301	Gerald Hunt	308	Brian Clark	313	Xaira Rivera	332	Michael Tucker
301	Linda Lee	308	Sean Craig	313	Richard Sierra	333	Edna Grayson
301	Agostino Lopes	308	Steven Harvey	313	Carlos Zeno	333	Steve Huth
301	Scott McEnaney	308	Keith Johnston	316	El Dwan	333	Sally Myers
301	Michael Normandin	308	Joseph Labriola	316	Betty Finley	333	Joseph Reese
301	Mark West	308	Richard Leinbach	316	Katrina Taua	333	Craig Thompson
302	Anthony Dering	308	Warren Mclendon	318	Rick Frantz	334	Kent Holliday
302	Linda Ishmael	308	Craig Rollerson	318	Andrew Robertson	Nat'l Staff	Clare Hurley

MEMBERSHIP LEVEL: **MEMBER** (contributed at least \$26 last year)

297	Joseph Denner	303	Loren Chase	309	Christopher Rine	318	Mark Gardner
300	Michael Brown	303	Christopher Marrero	309	Lori Sabatino	318	Ronald Nordyke
300	Daniel Danzo	303	Abel Padilla	309	Ethan Seeley	318	Robin Person
300	Alberta Prieto	303	Christopher E Socha	309	Donald Slate	318	Santo Romano
300	Alen Sacks	304	Raymond Butts	309	Jerry Smith	318	Stephen Weber
300	Andre Spence	304	Charles Johnson	309	James Williams	318	Amber Wintermute
301	Nicholas Bessette	305	Lori Freeman	310	Michelle Reed	320	Cesar Polanco
301	Jennifer Conderino	305	Bobby Mason	311	Carl Debnam	321	Patrick Bond
301	David Desharnais	308	Hazel Brown	311	Belvin Eddington	321	Richard Eckhart
301	Philip Devlin	308	Neil Muller	311	Paul Kanoa	322	Deborah Watson
301	Earl Kimball	308	Robert Nuss	311	Frank La	324	Sharon Dickerson
301	Steven Punzo	308	Sheila Powell	312	Eric Hardnett	329	Robert Mitchell
301	Joseph Robinson	308	Floyd Steinmetz	312	Robert Williams	331	David Wisneski
301	Diane Russell	308	Douglas Tretter	316	Eric Snyder	332	David Gomez
301	Stephen Zaccaro	309	Abdullah Aziz	317	Tammie Miller	334	Michael Howell
302	James Carlson	309	William Goeseke	317	James Morris	Nat'l Staff	Bruce Lerner
302	Brian Sheehan	309	Gregory Murzynski	318	Ken Czwojidak		

# NATIONAL GRIEVANCE SETTLEMENT

## FOR MAIL HANDLER ASSISTANTS

**O**n November 6, 2019, the NPMHU and the Postal Service reached a pre-arbitration settlement on the interpretative dispute concerning payment to Mail Handler Assistants (MHAs) for retroactive holidays during the first year of the 2016 National Agreement. The issue in the dispute was the effective date of the provisions of Articles 11.1 and 11.3 of the 2016 National Agreement, as well as the subsection of the MOU on Mail Handler Assistant Employees governing Article 11 issues for MHAs. Together these provisions guarantee that MHAs receive pay for up to six holidays per year, but there was a dispute as to when that provision

actually was to begin. Management had taken the position that the provisions of Article 11 only applied after the ratification of the Agreement, which occurred in February 2017. The Union took the position that the holiday pay provision should be fully retroactive to May 21, 2016, the first day of the National Agreement. The case was scheduled for National Arbitration on November 7, 2019, and this settlement is a compromise of the parties' respective positions.

It was agreed that:

“Employees who were on the rolls as MHAs on Thanksgiving Day 2016 (November 24, 2016), Christmas Day 2016

(December 25, 2016) and New Years Day 2017 (January 1, 2017) and remain on the rolls as an MHA or a career Mail Handler as of the date of this agreement, will receive holiday pay pursuant to Article 11.3 of the 2016–2019 National Agreement for the above mentioned dates.

These payments will be made as soon as administratively practicable.”

As an update, the Postal Service has compiled the list of who is to be paid. USPS is currently working on inputting pay adjustments and are hoping to have the adjustments processed by the end of March 2020. We will keep everyone updated as the process nears completion.

## **WOMEN'S DAY AND THE 100<sup>TH</sup> ANNIVERSARY OF THE 19<sup>TH</sup> AMENDMENT TO THE US CONSTITUTION**

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



**2**020 is the year of major events that can and will shape our existence. We have elections, not just in our National Union, but also in many of our locals. We have an upcoming U.S. Presidential Election. All are extremely important to the viability of the Mail Handler craft. We are currently under attack on various fronts. Put out one fire, and up comes another. Fortunately, thanks to the leadership that steers our Union, we have been able to survive and advance. But we must continue to stand strong and support those that have our best interest at heart.

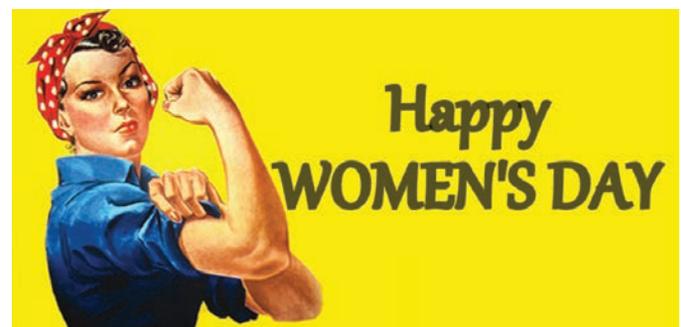
It's important that we not forget the sacrifices and efforts of others to ensure that we have an option in the election process. The year 2020 is the 100<sup>th</sup> year anniversary of the 19<sup>th</sup> Amendment to the U.S. Constitution that allowed women the right to vote. People, both men and women, have lost their lives to ensure that women would get the invaluable right to vote. The suffrage story is long and twisted. The organized movement lasted from 1848, with the first women's rights convention in New York, until 1920, when the amendment was ratified by thirty-eight states. It took almost seventy years before a woman's right to vote became law. It was a long and hard fought battle that continues today. Some states are attempting to adopt laws that eliminate the right to vote for minorities or immigrants. Again, we must make sure that we elect the "right" people to represent us. Decisions have long term consequences.

January 18, 2020 was the annual Women's March. The theme for this year was "Women Rise." Depending on your geographical location, the theme had a different variation. "Together We Rise" or "Women Rising Up" just to name a couple. But no matter the mantel, the meaning was the same. This is the year that the voice of women will be heard throughout these United States of America. We will let all of the political candidates know that we have a strong presence in this world and we will be heard. We are educating women on a very substantial level. Making sure that they too know they are important to the direction of our country. We are bringing our female family members and friends with us to engage them in the upcoming elections.

Finally, International Women's Day is being celebrated on March 8, 2020. A world celebration of all nations and cultures

with a unified goal: making sure that the voice of all women, regardless of race, color, nationality, economic status, sexual orientation and educational level, are given their equal audience. Ignoring us will not be acceptable. This year's theme is "Each for Equal." We believe that an equal world is an enabled world. This year we will offer an opportunity to reflect on progress made, to call for change, and to celebrate acts of courage and determination by ordinary women who have played an extraordinary role in the history of their communities and countries.

### **"WOMEN RISING UP"**





# Stay Connected



## Exclusive Wireless Savings, Just for Union Members

Save on the monthly service charge of qualified wireless plans, take advantage of additional savings on select accessories, and get the activation fee waived on select devices for new lines of service.

Find out more about this and other great Union Plus programs by visiting [unionplus.org](http://unionplus.org).

Learn more at  
**unionplus.org**



# CAN YOU RECOGNIZE A HEART ATTACK OR STROKE?

## WHAT TO DO WHEN EVERY MOMENT COUNTS

Nina Gallauresi, Executive Director, MHBP



**H**ow would you react to a medical emergency? When it comes to life-threatening conditions like heart attack or stroke, every minute counts. Get to know the signs and symptoms of these health threats. If you think you or someone else might be having a heart attack or stroke, get medical help right away. Acting fast could save your life or someone else's.

Heart disease and stroke are 2 of the top killers among both women and men in the U.S. Nationwide, someone dies from a heart attack about every 90 seconds, and stroke kills someone about every 4 minutes, according to the U.S. Centers for Disease Control and Prevention. Quick medical help could prevent many of these deaths. Fast action can also limit permanent damage to the body.

Heart attack and stroke are caused by interruptions to the normal flow of blood to the heart or brain — 2 organs that are essential to life. Without access to oxygen-rich blood and nutrients, heart or brain cells begin to malfunction and die. This cell death can set off a series of harmful effects throughout the body. The changes ultimately lead to the familiar symptoms of a heart or brain emergency.

You might know the most common symptoms of heart attack: sustained, crushing chest pain and difficulty breathing. A heart attack might also cause cold sweats, a racing heart, pain down the left arm, jaw stiffness, or shoulder pain.

Many don't know that women often have different heart attack symptoms than men. For instance, instead of having chest pain during a heart attack, women may feel extremely exhausted and fatigued or have indigestion and nausea.

"Many women have a vague sense of gloom and doom, a sense of 'I just don't feel quite right and don't know why,'" says Dr. Patrice Desvigne-Nickens, an National Institute of Health (NIH) expert in heart health.

The symptoms of stroke include sudden difficulty seeing, speaking, or walking, and feelings of weakness, numbness, dizziness, and confusion. "Some people get a severe headache that's immediate and strong, different from any kind you've ever had," says Dr. Salina Waddy, an NIH stroke expert.

At the first sign of any of these symptoms, fast action by you, someone you know, or a passerby can make a huge difference. NIH-funded research has helped ensure that more people survive heart attacks and strokes every year. We now have medicines, procedures, and devices that can help limit heart and brain damage following an attack, as long as medical help arrives quickly.

If the heart is starved for blood for too long — generally more than 20 minutes — heart muscle can be irreversibly damaged, Desvigne-Nickens says. "You need to be in the hospital because there's a risk of cardiac arrest [your heart stopping]," which could be deadly. At the hospital, doctors can administer clot-busting drugs and other emergency procedures.

With stroke, Waddy says, "The longer you wait, the more brain cells are dying," and the greater the chance for permanent damage or disability.

Emergency treatment for stroke depends on the kind of stroke. The most common type, ischemic stroke, is caused by a clot that clogs a blood vessel in the brain. The clot-dissolving drug tPA works best when given soon after symptoms begin. NIH research shows that patients who received tPA within 3 hours of stroke onset were more likely to recover fully.

Other strokes are caused by a hemorrhage — when a blood vessel breaks and bleeds into the brain. "The patient can have a larger hemorrhage within the first 3 hours," Waddy says. A hospital medical team can help contain the bleeding, so every moment counts.

**"If you have high blood pressure, high cholesterol, or diabetes, work with your doctor to get these conditions under control"**

Even if you're unsure, don't feel embarrassed or hesitate to call 9-1-1 if you suspect a heart attack or stroke. "You should not go get your car keys. Your spouse shouldn't be driving you to the hospital," advises Desvigne-Nickens. "The emergency crew is trained to treat these symptoms, and it could mean the difference between life and death."

Heart attack or stroke can happen to anyone, but your risk increases with age. A family or personal history of heart attack or stroke also raises your risk. But some risk factors for heart attack and stroke are within your control. Treating them can dramatically reduce your risk.

"If you have high blood pressure, high cholesterol, or diabetes, work with your doctor to get these conditions under control," Waddy says. "Know your numbers [blood pressure, blood sugar, and cholesterol] and what they mean."

You can also prepare for a medical emergency, to some degree. A hospital may not have access to your medical records when you arrive. Keep important health information handy, such as the medicines you're taking, allergies, and emergency contacts. It would be important for the medical team to know, for example, if you've been taking anticoagulants to help prevent blood clots; these blood thinners put you at increased risk of bleeding. You might consider carrying an NIH wallet card that lists heart attack symptoms and has room for your personal medical information.

NIH researchers are studying new drugs and procedures to help the heart and brain repair themselves and improve organ function. "But there is absolutely nothing that will save both your time and health as well as prevention," says Dr. Jeremy Brown, director of NIH's Office of Emergency Care Research. Studies show that making healthy lifestyle choices can help prevent these medical emergencies from happening in the first place. Eat a healthy diet rich in protein, whole grains, and fruits and vegetables, and low in saturated fat. Get regular physical activity and don't smoke.

"I think one of the most important things we can do is to take a basic CPR and first aid course," recommends Brown. "We know the majority of cardiac arrests happen outside of hospitals and of that many, many can be saved if we get people with basic training on the scene quickly. An ambulance can never get there as quickly as a citizen passing by."



**Even if you're unsure, don't feel embarrassed or hesitate** to call 9-1-1 if you suspect a heart attack or stroke

Whether or not you're trained to offer help, if you see someone having symptoms of a heart attack or stroke, call for help immediately.

"If you're even thinking about calling 9-1-1, you should call," Desvigne-Nickens says. "Yes other conditions can mimic the signs and symptoms of a heart attack or stroke, but let the emergency physician figure that out in the emergency room."

## KNOW THE SYMPTOMS

Don't hesitate to call 9-1-1 if you see these symptoms of heart attack or stroke. Every minute counts.

### Heart attack:

- Chest pain or discomfort
- Pain, stiffness, or numbness in the neck, back, or one or both arms or shoulders
- Shortness of breath
- Cold sweat, nausea, dizziness

### Stroke:

- Sudden numbness or weakness of the face, arm, or leg, especially on one side of the body
- Sudden severe headache, dizziness, confusion
- Sudden difficulty with vision, balance, speech

## STAY ON TOP OF YOUR HEALTH CARE BENEFITS

If you ever experience an emergency, dial 911 immediately! But if you need medical care and it's not life threatening, it pays to know your options. Choosing the right care setting can save time and money. For more information, visit [MHBP.com](http://MHBP.com) or contact MHBP at 800-410-7778 for Standard Option and Value Plan or call 800-694-9901 for Consumer Option.

## SOURCES:

*National Institutes of Health*

<https://newsinhealth.nih.gov/>

*MHBP.com*

# POSTAL HEADQUARTERS RALLY

TO DEMAND A POSTMASTER GENERAL WHO  
SUPPORTS THE PUBLIC POSTAL SERVICE

**N**ational President Paul Hogrogian and National Secretary-Treasurer Michael Hora along with members of the National Office Contract Staff joined the APWU at USPS Headquarters to demand the USPS hire a Postmaster General that supports the public Postal Service. Well over one hundred activists showed up to show support and assist in the delivery of a petition signed by over 400,000 people demanding the preservation of the public postal service.

Several labor leaders spoke at the rally held at USPS Headquarters. National President Paul Hogrogian speaking through a megaphone demanded “we call on the Board of Governors to do the right thing”. Also, in attendance and speaking at the rally was AFL-CIO President Richard Trumka and APWU President Mark Dimondstein.

Before the rally was over AFL-CIO President Richard Trumka and APWU President Mark Dimondstein walked the box of signatures into USPS Headquarters and delivered them to the Board of Governors. The rally ended with echoes of “The US Mail is not For Sale”.





## TSP IMPLEMENTS TWO-STEP AUTHENTICATION

All TSP participants now must have validated contact information and use two-step authentication to log into My Account. Two-step authentication helps protect your account against fraud. This login process is more secure because it means that online access to your account requires something you know (your account number or username and password) and something you have (the one-time code you receive in your email or on your phone). Someone who tries to log into your account fraudulently won't be able to gain access without the code.

### SET UP TWO-STEP AUTHENTICATION BY VALIDATING YOUR CONTACT INFORMATION.

You must add and validate at least one email address or a phone number in order to use two-step authentication. You may add and validate up to two email addresses and one phone number to your TSP account.

You can manage your contact information in the "Profile Settings" area of My Account after you log in. If you log in and haven't yet enabled two-step authentication, you will see a prompt to validate an email or phone number before you access your account.

If you already have contact information in your account, you will see a label underneath each email or phone number that reads "Validated" or "Not Validated." Select the "Validate" link for the contact method you want to validate. We will send you a validation code by email or text message, depending on the contact method you select. Enter the validation code in the appropriate field in your browser to complete the validation process.

# WALK WITH US TO TURN TYPE ONE INTO TYPE NONE



Each year, JDRF One Walk brings together more than 900,000 people across the country to **change the future for people living with type 1 diabetes (T1D)**.

This fun, family-friendly event gives people with T1D—and their friends, family and co-workers—the opportunity to raise money for life-changing research.

## JDRF One Walk, Ashburn, VA Sunday, May 3, 2020

Brambleton Town Center, Ashburn, VA  
9:00AM Check-In / 10:30AM Walk Begins

## JDRF One Walk, Washington, DC Sunday, May 31, 2020

National Mall, Washington, DC  
9:00AM Check-In / 10:30AM Walk Begins

**Register for a JDRF One Walk today at [walk.jdrf.org](http://walk.jdrf.org)**

**SUPPORT THE MAIL HANDLERS JDRF ONE WALK TEAM**  
**WATCH THE WEBSITE FOR DETAILS: [npmhu.org](http://npmhu.org)**



# MAIL HANDLERS

## ACROSS THE COUNTRY



### LOCAL 306 INSTALLATION OF OFFICERS

**A)** National President Paul Hogrogian and National Secretary-Treasurer Michael Hora were both in attendance for the Local 306 installation of Officers. Sitting: (l-r): Manuella Morris - Palatine P & DC, Tanisha Ruth - Local 306 Recording Secretary, June Harris - Local 306 President, Sheila Spaulding - Carol Stream P & DC, Tiffany Byers - Chicago NDC, Carmela Catchings-Tyler - Chicago IMSC.

**Standing (l-r):** John R. Martine - Champaign P & DC, Manuel Lazu - Local 306 Illinois State Board Rep., Steve Barber - Peoria P & DC, Adam Gustave - Chicago Metro L & DC, Jeff Bridges - Springfield P & DC, Leroy Davenport - Cardiss Collins P & DC, Paul V. Hogrogian National President, Michael J. Hora - National Secretary-Treasurer, Robert D. Howze - South Suburban P & DC, Nick Lehto - Local 306 Wisconsin State Board Rep., Mark Blough - Fox Valley P & DC, Max C. Rehbein - Milwaukee P & DC, Kenneth C. Leftridge SR. - Local 306 Treasurer, Gregory D. Newsome - Local 306 Vice President. **Not Pictured:** John Castagna - Madison P & DC

### LOCAL 306 SHOP STEWARD TRAININGS

Central Region Vice President, Local 306 President and National Trainer June Harris along with Vice President Local 306 Gregory Newsome conducted Shop Stewards Training for Local 306 throughout the year — from Springfield Illinois, Wisconsin, and Chicago.

Photos: **B-1)** Springfield, Illinois, **B-2)** Wisconsin **B-3)** Chicago

### LOCAL 306 RETIREMENT CEREMONY

**C)** Local 306 President June Harris along with her Executive Board and Local members celebrated the 60 plus years with the postal service for Mail Handler Mr. Theodore Rogers.

### LOCAL 314 INSTALLATION OF OFFICERS

Members of the National Executive Board were on hand for the Local 314 Installation of Officers. Pictured (l-r): Local 314 President Scott Rodgers, National Secretary-Treasurer Michael Hora, Central Region Vice President June Harris, Local 314 P&DC Branch President Monica Williams, Local 314 Vice President Sam Brown III, Local 314 Recording Secretary Latonia Johnson, Local 314 Annex Branch President Armando Sanchez, Local 314 Treasurer Yvette Luster, Local 314 SEBM Charles Miller, Local 314 P&DF Branch President Matt McCune, and Local 314 NDC Branch President Renee Rodgers.



### LOCAL 328 INSTALLATION OF OFFICERS

National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Central Region Vice President June Harris were all on hand to swear in the officers of Local 328. Pictured (l-r) National Secretary-Treasurer Michael Hora, Local 328 Vice President and Sioux Falls Branch President Dave Reed, National President Paul Hogrogian, Local 328 Treasurer Cal Berkhof, Local 328 President Todd Larson, Local 328 Recording Secretary Arlan Smedsrud and Central Region Vice President June Harris.



### LOCAL 327 INSTALLATION OF OFFICERS

National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby were in attendance for the Swearing in of the officers for Local 327 including Local President Steve Buksch, VP Jason Baum, Recording Secretary Misty Mullenberg, Treasurer Richard Newton and Branch President Jeffrey Milton

# MAIL HANDLERS ACROSS THE COUNTRY



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## LOCAL 301 INSTALLATION OF OFFICERS & LOCAL FUNCTIONS

Local 301 hosted a myriad of events over the past few months.

**A)** National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Northeast Vice President David Wilkin, and NPMHU Legislative and Political Director Bob Losi were all on hand for the Local 301 Installation of Officers.

**B)** National President Paul Hogrogian was on hand for a class led by Local 301 VP Sean Sweeney at the Labor Guild of Boston.

**C)** Branch 237, Manchester, NH function/meeting with National Secretary-Treasurer Michael Hora, Northeast Vice President Dave Wilkin, Legislative and Political Director Bob Losi, Local 301 President Dan St. Marie and Local 301 officers and Stewards.

**D)** Branch 103, North Reading, MA function/meeting with Congresswoman Lori Trahan (D-MA-03), National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Northeast Vice President Dave Wilkin, Legislative and Political Director Bob Losi, Local 301 President Dan St. Marie, and Local 301 officers and Stewards.



## LOCAL 302 ELECTS NEW RECORDING SECRETARY

Local 302 swore in new Recording Secretary Isaiah Dixon a Mail Handler since 2001 and currently Chief Steward and Step 2 designee for Tour 3 GMF.



## NPMHU NATIONAL PRESIDENT ON CAPITOL HILL VISIT

National President Paul Hogrogian joined Richie Neal (D-MA-01) for a meeting on Capitol Hill.



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## LOCAL 302 INSTALLATION OF OFFICERS

**A)** National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby were all on hand for the Local 302 Installation of Officers Ceremony.

## LOCAL 302 ERNIE ROBERTS RETIREMENT

**B)** Local 302 President Tony Coleman, Local 302 Vice President Juanita Contreras and Branch President Tony Mayes were on hand to present an NPMHU Gold Card and bid happy retirement to Ernie Roberts a San Francisco ISC long time Mail Handler.



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## LOCAL 313 VISIT

**A)** The NPMHU National Executive Board were on hand to get an update on hurricane recovery and to visit Mail Handlers from Local 313. Pictured (l-r) Eastern Region Vice President John Gibson, National Secretary-Treasurer Michael Hora, Local 313 President Irene Sanchez, Central Region Vice President June Harris, Western Region Vice President Don Sneesby, Northeast Vice President David Wilkin, National President Paul Hogrogian and Southern Region Vice President Lawrence Sapp.

**B)** National Trainers and Executive Board members: John Gibson (Eastern Region), David Wilkin (Northeast Region), and Lawrence Sapp (Southern Region) joined Local 313 President Irene Sanchez and Local 313 members for a Shop Steward & Arbitration Advocate training.



### LOCAL 333 INSTALLATION OF OFFICERS

National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Central Region Vice President June Harris were all on hand to swear in the officers of Local 333. Pictured (l-r) Local 333 Treasurer Monica Marshall, Local 333 Vice President Steve Huth, National President Paul Hogrogian, Local 333 President Eric Cory, Local 333 SEBM Mike Bush II, National Secretary-Treasurer Michael Hora and Central Region Vice President June Harris.



### LOCAL 300 NEW OFFICE OPENING

National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Northeast Vice President David Wilkin, Executive Assistant to the National President Bobby Blum and Northeast Regional Director Tom Ruther were on hand to celebrate the opening of the new Local 300 office in New York. While addressing the guests at the reception Local 300 President Kevin Tabarus along with his Executive Board and Local 300 members announced that they would be naming the new office "Hoagie Hall" dedicated to former Local 300 President and now National President Paul Hogrogian.



### LOCAL 299 SWEARING IN AND TRAINING

**A)** National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby were on hand to swear in the new officers for Local 299. Pictured (l-r) Western Region Vice President and Local 316 President Don Sneesby, Local 299 Recording Secretary Julie Ancheta, Local 299 Vice President Tanya Arcangel, Local 299 Treasurer Davelyn Okamoto, Local 299 President Deanna Parker and National Secretary-Treasurer Michael Hora.

### LOCAL 299 SHOP STEWARD TRAINING

**B)** Following the swearing in of the new Local 299 officers, National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby participated in a Shop Steward Training with Local 299 members.



### LOCAL 304 INSTALLATION OF OFFICERS

**A)** National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, and Eastern Region Vice President John Gibson were on hand to swear in the officers for Local 304

### LOCAL 304 RETIREMENT CEREMONY

**B)** Local 304 honored several Mail Handler retirees. Pictured (l-r) Former Branch President of the Cincinnati MPO, Charlie Gordon, former Indiana State Representative Ron Pitcock, former Dayton Branch President Raymond Hummons, former Columbus Branch President Mark Bayer, and former Ohio State Representative Beverly Bell.



### LOCAL 300 SHOP STEWARD TRAINING

Northeast Regional Director Tom Ruther and Local 300 President Kevin Tabarus conducted a Shop Steward training with members of Local 300.



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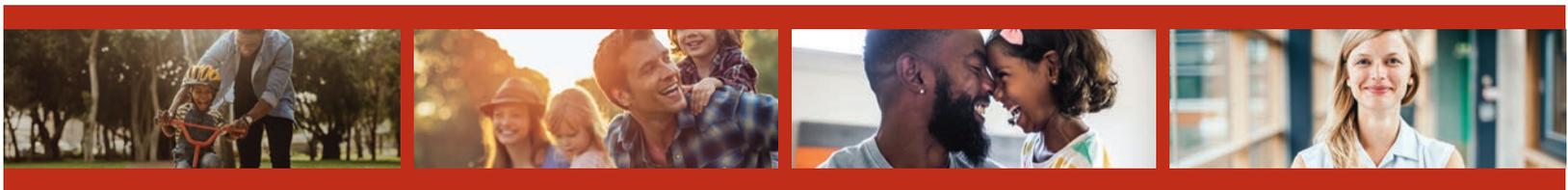
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