

# THE MAIL HANDLER

SPRING 2023

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

## KEVIN TABARUS NAMED NATIONAL SECRETARY-TREASURER

NST MICHAEL HORA TO RETIRE JUNE 9<sup>TH</sup>, 2023



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CONFERENCE

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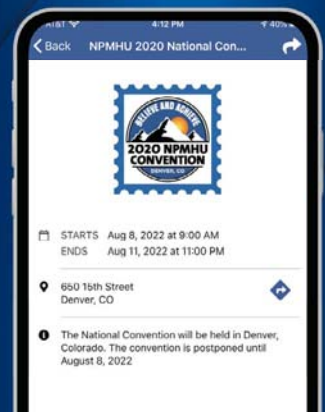
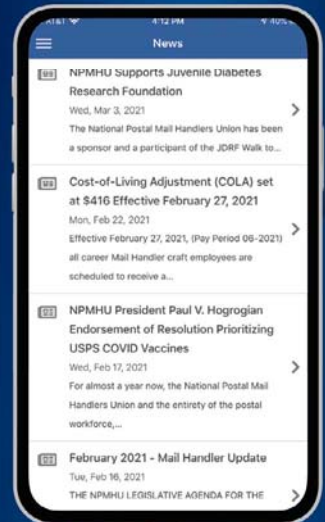
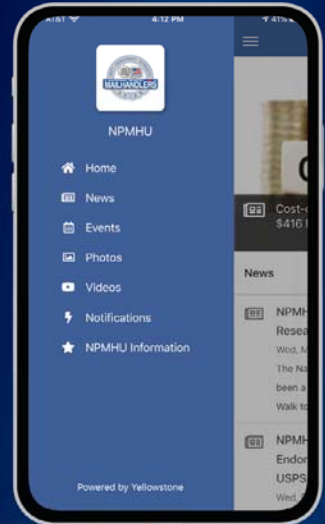
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- + NPMHU Women's Committee
- + Current Wage Charts





# THE MAIL HANDLER

NATIONAL POSTAL  
MAIL HANDLERS UNION

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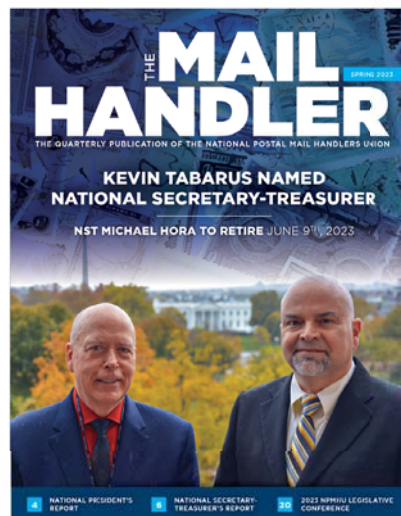
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Kevin Tabarus named National Secretary-Treasurer  
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THE QUARTERLY PUBLICATION OF THE  
NATIONAL POSTAL MAIL HANDLERS UNION

## NATIONAL AGREEMENT SIGNING CEREMONY / USPS DELIVERING FOR AMERICA PLAN

Paul V. Hogrogian, National President



**D**ear Members: The terms of our 2022 National Agreement were officially ratified by our membership on March 13, 2023. The results were 6,617 (84.25%) in favor of ratification and 1,237 (15.75%) opposed, and the ratification vote was certified by The American Arbitration Association (AAA).

We were successful in achieving many gains and benefits for all Mail Handlers, without making any significant concessions.

On May 4, 2023, an official contract signing ceremony was held at USPS Headquarters. I attended the ceremony along with National Secretary-Treasurer Mike Hora as well as Postmaster General Louis DeJoy and Deputy Postmaster General Doug Tulino.

The contract will last three years and will expire on September 20, 2025. The agreement improves the working lives of all members of the Mail Handler bargaining unit, from the newest MHA to the longest-term Career employee. The goal of the contract is to protect the jobs of Mail Handlers, improve the quality of their workplace, and improve their standard of living. This contract certainly meets these goals.

The Contract Administration Department will now focus its efforts on the implementation of the terms of the new National Agreement. These efforts will include updating the Contract Interpretation Manual (CIM) to incorporate new and modified contract provisions and language as well as adding the National Arbitrations and Step 4 agreements that were issued

since the last update. I am confident that we will have an updated CIM in the near future. We are also in the process of producing print copies of the new collective bargaining agreement. Once finalized, a copy will be provided to every member.

\*\*\*

Postmaster General DeJoy and the United States Postal Service published its 10-year Delivering for America (DFA) plan on March 23, 2021. The stated goal of the plan is “to transform the United States Postal Service from an organization in financial and operational crisis to one that is self-sustaining and high performing.” The Postmaster General and the Board of Governors had projected a \$160 Billion deficit over a 10-year period. The DFA has projected savings through Postal Reform (Medicare Integration) (\$40–\$50 Billion) and increased revenue (Rate increases and increased package volume) (\$60–\$70 Billion). Two years into its 10-year plan, the Postal Service has cut the projected deficit in half, from \$160 Billion to \$70 Billion. The remainder of the projected deficit must be made up through cost reduction (labor and transportation).

To accomplish this end, the Postal Service continues to aggressively roll out and implement its new, more comprehensive Network Redesign plan. The centerpiece of the Network Redesign project is the establishment of Regional Processing and Distribution Centers (RPDCs) in approximately 64 metropolitan areas throughout the

country. These RPDCs would consolidate all originating letters, flats, and parcels and all destinating parcels from all mail processing facilities within a metropolitan area into one mega-processing center. Most, but not all, of the NDCs will be transformed into RPDCs. Most of the processing plants from which originating mail was taken would continue to process destinating letters and flats and would be renamed Local Processing Centers (LPC). The Postal Service has reported that it is their intention to bring back many of the functions of the Service Transportation Centers (STCs) and Terminal Handling Services (THS) which have been subcontracted and house them in the RPDCs. The Postal Service has been sharing some information on its Network Redesign plan but not nearly enough.

The USPS has announced the initial 11 RPDC sites (all subject to change):

1. Sandston (Richmond), VA
2. North Houston, TX
3. Santa Clarita, CA
4. Charlotte, NC
5. Greensboro, NC
6. Atlanta, GA
7. Chicago, IL
8. Indianapolis, IN
9. Portland, OR
10. Jacksonville, FL
11. Boise, ID

It is worth repeating that these plans are extremely fluid and subject

to change. The National Office will provide updates on this project once we receive more information.

\*\*\*

The Postal Service also has plans to consolidate many of its delivery operations into super delivery sites called Sorting and Delivery Centers (SDCs). The purpose of the plans is to centralize the delivery functions of several post offices into a single mega-delivery site. It is possible that the Postal Service may establish over 900 of these SDCs throughout the country. The Postal Service has identified the following sites to be in its initial phase of SDCs:

#### **COMPLETED AND OPERATIONAL:**

1. Athens, GA
2. Brooklyn, NY (parcels only)
3. Bryan, TX
4. Utica, NY
5. Gainesville, FL
6. Panama City, FL
7. Woburn, MA

#### **EFFECTIVE JUNE 2023:**

1. Annapolis, MD
2. Bartlett/Hanover Park, IL
3. Kokomo, IN
4. Topeka, KS
5. Golden, CO
6. Pasco, WA

#### **EFFECTIVE SEPTEMBER 2023:**

1. North Atlanta, GA
2. Atlanta NDC, GA
3. Bridgeport, CT
4. Chula Vista, CA
5. Mid Hudson, NY
6. Huntington Station, NY
7. Palo Alto, CA
8. Terra Haute, IN
9. Tulsa, OK



National Secretary-Treasurer Michael Hora, Deputy Postmaster General Doug Tulino, Postmaster General Louis DeJoy and National President Paul Hogrogian.



Postmaster General Louis DeJoy and National President Paul Hogrogian signing the NPMHU 2022 National Agreement.

10. Waco, TX
11. Irvine, CA
12. Jackson, MS

It is still early in the project and all plans are subject to change. The NPMHU will ensure that the Postal Service complies with all the provisions of our National Agreement especially those contained in Article 12, when implementing this plan

\*\*\*

The NPMHU has also been in discussions with the Postal Service to return some of the Terminal Handling Services (THS) work which has been subcontracted. We have reached agreement to return the THS functions in Phoenix, Anchorage, Spokane, Richmond, Norfolk, and Salt Lake City and are discussing bringing other THS sites back in-house, including Kansas City and Philadelphia.

The NPMHU has also been in discussions with the Postal Service to return some of the Service Transfer Centers (STC) work which also has been subcontracted for several years. Initial discussions have been focused on the New Jersey STC.

\*\*\*

I remain confident that through the work of our Contract Administration Department and our legal representatives, and through the hard work of our Regional, Local, and Branch representatives, we can successfully meet all challenges that lie before us.

Fraternally,

**Paul V. Hogrogian**  
National President



# THANK YOU FOR THE PRIVILEGE

Michael J. Hora, National Secretary-Treasurer



**W**orking for the National Postal Mail Handlers Union has been the most exciting experience of my life. I cannot imagine doing anything more rewarding or more meaningful. It has been my honor to serve the members of this fine organization for the past 23 years. I am truly grateful for the opportunity and confidence shown in me. After much reflection, I have decided to retire effective June 9, 2023. There is some irony in the timing of this decision in that LIUNA's General President Terry O'Sullivan and General Secretary-Treasurer Armand E. Sabitoni are also retiring. The NPMHU is thankful for the support and partnership we receive from Terry, Armand and the Laborers'

International Union. And we look forward to working with LIUNA General President Brent Booker.

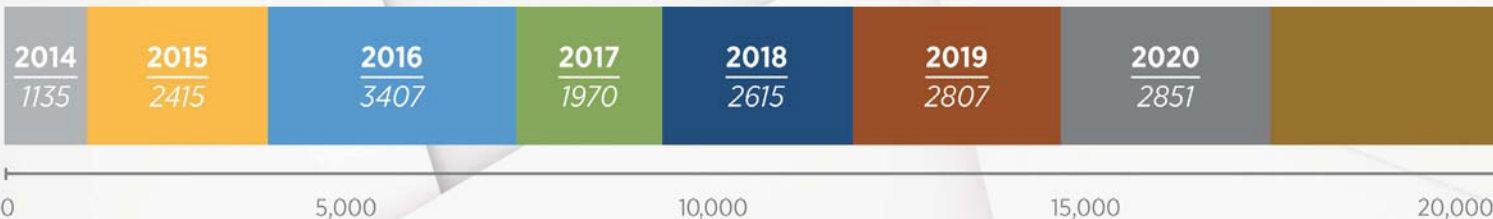
I leave knowing that the National Postal Mail Handlers Union is in good hands. President Hogrogian is a relentless and dedicated leader that will continue to guide the organization through good times and bad. I have the

utmost appreciation for his leadership and tenacity. We could not have a better National President. However, no single person is responsible for the successes of the NPMHU. Paul is backed by a top-notch Executive Board and staff. Regional Vice Presidents Lawrence Sapp, John Gibson, June Harris, Don Sneesby, and David Wilkin are true unionists. They are great people, smart, dedicated and always working for the betterment of our mail handlers. It has been my honor to work with this exceptional group of union leaders. With this line-up, you are in good hands.

I offer my congratulations to Brother Kevin Tabarus on his appointment by the Board to assume the position of National Secretary-Treasurer on June



## MAIL HANDLER CONVERSIONS TO FULLTIME CAREER



10, 2023. Kevin is a seasoned union veteran who has served the NPMHU in numerous positions at both the Local and National Union level including Branch President of the NY PMPC/NY L&DC, Local 300 Treasurer and Local President. Kevin has worked on several Field Negotiating Committees in preparation for national bargaining with the USPS. Brother Tabarus is a trainer in our recurring Financial Standards & Practices seminar and is well known to NPMHU representatives. Kevin and I have worked tirelessly over the past many weeks to ensure that he is prepared and hits the ground running on June 10. I am certain that President Hogrogian and Secretary-Treasurer Tabarus, along with the other members of the National Executive Board, will continue to guide the organization through forthcoming challenges while defending and advancing the rights, benefits, and wages of all Mail Handlers.

As for me, my service to the NPMHU began in 1995 when Denver International Airport opened. My Stapleton Airmail Center bid was abolished in error. While processing my grievance, Local



321 President David Ross and then Recording-Secretary Don Gonzales convinced me to become a union steward, and I agreed. I am grateful for their encouragement, guidance, and friendship. I came from a small facility that had about 50 mail handlers. Never in a million years did I imagine that I would be retiring as National Secretary-Treasurer 28 years later. This was not possible without the support of so many.

I owe much gratitude to my predecessors, Secretary Treasurers Tim Dwyer and Mark Gardner and National President John Hegarty. In June of 2011, President Hegarty offered me a National CAD position and I turned it down. A week later, I came to my senses. I called President Hegarty and asked if the offer was still available. Thankfully, it was. Shortly thereafter, I relocated to Washington DC in time for the kick-off to national negotiations.

My relocation to Washington DC was not without incident. My wife and I were greeted by a magnitude 5.8 earthquake. Four days later—Hurricane Irene

hit the mid-Atlantic region, and for the hat trick, a neighbor smashed into our car pushing it through the garage door into our newly rented townhouse.

While in Washington DC, I was honored to serve as a National CAD representative, Executive Director of MHBP®, and Assistant to the National Secretary-Treasurer under Mark Gardner and Tim Dwyer. I am thankful for their tutelage.

I want to recognize and thank a few people in the National Office that have supported me throughout my time in DC beginning with two Comptrollers, Mitzi Montemore (retired) and Keanna Whitlock. As treasurer, I work closely with our accounting team and praise their dedication and attention to detail. I cannot begin to count the number of audit queries, LM2s, or tax and pension related filings that have passed through the department and across my desk over the years. Additionally, I could not imagine time in Washington DC without Rachelle Clark. Rachelle manages our membership services

2021  
14129

2022  
7029

2023  
2123

25,000

30,000

35,000

40,000



department with grace and professionalism, despite the logistical and technological challenges of coordination between the USPS, Aetna, and numerous vendors. As for the Assistant to the National Officers Neil Ryan and Project Coordinator and IT Manager Noah Giebel, what can I say? They do it all. They do anything asked of them and more. They solve problems before they get to my desk, and they put out fires before there's smoke. Both Neil and Noah are a huge asset to the NPMHU, and I will be forever grateful for their assistance and friendship.

While in Washington, I was tasked with hiring a few people, one being Nina Gallaresi. She replaced me as Executive Director of our union sponsored health plan, MHBP®. I cannot begin to express how much Nina has improved MHBP since joining us in 2017. It was good to get someone in the job that understood the AAAHC accreditation process and complexities of managing a federal health plan. Nina brought this skillset and more.

I owe a debt of gratitude to newly named General Council Matt Clash-Drexler (a.k.a. Mad Dog), Senior Council Bruce Lerner (The Notorious B.I.G.) and Jen Cromwell. I love these people and greatly appreciate their guidance over the years. It is a privilege to have them on our team.

I cannot say enough about our Contract Administration Department Manager, Teresa Harmon. She and the entire CAD staff are exceptional union representatives. They work tirelessly for the betterment of all mail handlers. They got your back!

Lastly, a word about our Legislative and Political Director Katie Maddocks. We share a common wall in the National Office, so I get to hear Katie laugh... A LOT. She is a great addition to the NPMHU team. I know that when Katie walks the halls on Capitol Hill, she is respected. Members of Congress know the Mail Handlers Union and they know our issues.

Lastly, a nod to my family and loving wife Carol. During my career, I have missed more family gatherings than I care to count. My wife has been at my side throughout it all. She is my best friend, fashion consultant and confidant. Carol kept me grounded when things felt out of control. She has put up with my crazy hours and extensive travel schedule over the years. Without her partnership, love, and support, I could not have done this job. I applaud you Carrie-Lou!

I have had the privilege of sitting on Field Negotiating Committees, National bargaining teams, Committee on the Future, and participated in numerous national and international conventions as a delegate and committee member. It is easy for me to tout my appreciation for the union, but know that the NPMHU is equally respected by perceived adversaries. We can and do have honest no-holds-barred conversations with the Postmaster General and Deputy Postmaster General. As the saying goes, If you're not at the table, you are probably on the menu. Rest assured, the NPMHU is at the table.

Turnover is inevitable, union officials will transition whether by choice,

death, or defeat. I encourage union representatives to make the most of your time and prepare those around you for tomorrow. Leave the organization better than it was when you arrived. Over the past four years, mail handler membership went from 36,499 to 46,268 (in PPO9-2023), an increase of 26.7%. Year-end net assets have increased in each of the past 3 years, up by nearly 20% since YE2019. Since eliminating casual employees, mail handler assistants' (MHA) hourly rate increased from \$13.75 to \$18.22 or 33%. The path to career is alive and well. 40,681 MHAs have converted to career full-time regular during that same period. Collective bargaining is an arduous process. It took several rounds of bargaining to eliminate casuals and it will take time to close the wage gaps created by the Fishgold Arbitration decision, but we continue to make progress.

As for me, I look forward to a slower pace that includes more time with family, the occasional round of golf and finally hitting my weekly biking goal of 100 miles. I will start painting again, watercolor is my preference, and I have a guitar, violin, and keyboard that I'd like to learn to play. Please keep me on your mailing list. I look forward to reading about the Mail Handlers' continued success. I sincerely thank you for your friendship and support. MJH out!

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



# The Union Plus Car Rental Program **WORKS FOR ME**



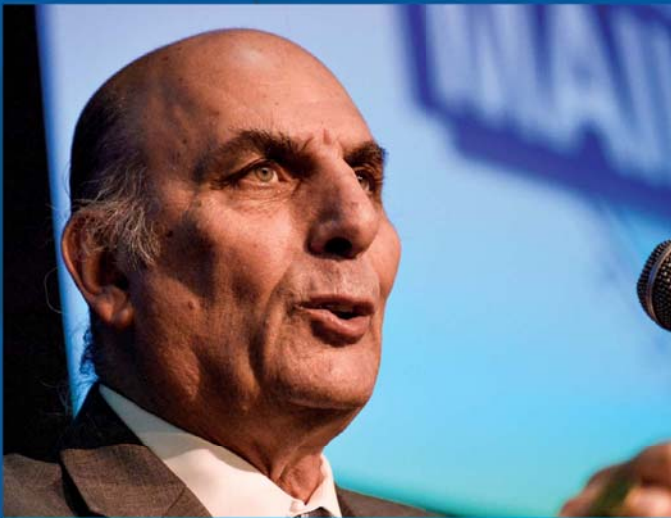
*“Using the Union Plus Car Rental Discounts was an amazing move, and it made the entire trip extra special. When you have a rental experience like I had, it just sets the tone for a great trip.” —union member*

NPMHU-CR-4-27-23



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National President Paul Hogrogian



National Secretary-Treasurer Michael Hora



# SAMLU REPORT

— RENO, NV —

**T**he Semi-Annual Meeting of the Local Unions (SAMLU) was held in Reno, NV, from April 3 through April 5, 2023. In attendance were the National Executive Board Members, all NPMHU National Office Department Heads, National and Regional Contract Administration Representatives, Officers, and Representatives from the thirty-six NPMHU Local Unions.

National President Hogrogian in his welcoming remarks congratulated the thirteen recently elected and re-elected Local Presidents; Wayne Foster (Local

298), Keala Parker (Local 299), Dan St. Marie (Local 301), Tony Coleman (Local 302), William "Bip" McLemore (Local 304), June Harris (Local 306), John Gibson (Local 308), Lisa Greer (Local 310), Nick Mosezar (Local 318), Sharee Rogers (Local 324), Steve Buksch (Local 327), Todd Larsen (Local 328) and Monica Marshall (Local 333). In addition, President Hogrogian congratulated other recently elected and re-elected Local Union Officers who were in attendance.

National President Hogrogian then began a comprehensive presentation

on the activities of the National Union since the October 2022 SAMLU, starting with an update on USPS financial condition and mail volumes by category for Quarter 1 (Q1) of fiscal year (FY) 2023.

The USPS had a net loss of \$1 billion for the quarter and a net operational loss of \$187 million. This is particularly concerning because Q1 figures include the 2022 peak mailing season. The USPS posted a profit of \$880 million for the same period last year.

The USPS reported that total mail volume was down 4.8% compared to the same quarter last fiscal year. First-class



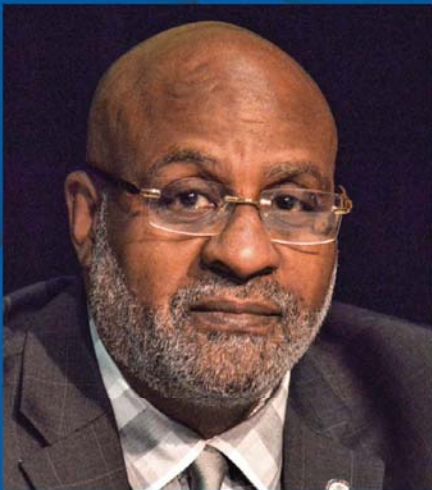
Northeast Region Director Patrick Donovan



Southern Region Director Eileen Mills



Western & Central Region Director /  
Manager Don Gonzales



Vice President Southern Region  
Lawrence Sapp



Vice President Central Region, Local 306  
President June Harris



Vice President Eastern Region, Local 308  
John Gibson

mail was down 4.5%, continuing the trend. First-class mail volume has declined each year for the last 15 years and is projected to continue to decline into the future. Marketing mail posted a decrease of 4.7 % for the quarter. Package volume has decreased by 2.4% from last fiscal year but remains higher than pre-pandemic levels. The USPS projects overall mail volume to continue to decline projecting a deficit of \$10 billion annually, and projected losses to increase to more than \$160 billion over the next 10 years. Postmaster General DeJoy maintains an optimistic

outlook predicting increased parcel volume into 2023 and beyond as reflected in his 10-year plan.

National President Hogrogian next discussed the make-up of the USPS Board of Governors. The Board of Governors consist of nine Postal Governors in addition to the Postmaster General (PMG) and Deputy Postmaster General (DPMG). The sitting Governors include Robert Duncan, Roman Martinez, John Barger, William Zollars, Lee Moak, Ron Stroman, Anton Hajjar, Amber McReynolds, Daniel Tangherlini, and Derek Kan. The term for Governors Zollars and Moak has

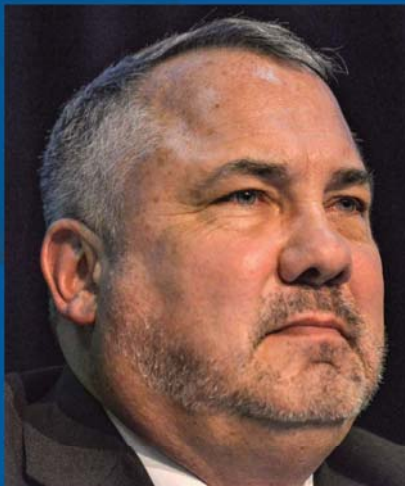
expired. They remain in their position until another governor is appointed or for a period of one year, whichever comes first. Former Congresswomen Carolyn Maloney (D-NY) and Brenda Lawrence (D-MI) both have expressed interest in serving on the Board. Both have been allies to the USPS during their terms in Congress. The NPMHU is supporting Carolyn Maloney due to her relationship with Local 300 and the National. Once President Biden nominates replacement Governors, the Senate Committee on Homeland Security and Governmental Affairs will hold confirmation hearings.

National President Hogrogian reviewed the USPS Ten-Year (Delivering for America) Plan, which sets forth a series of strategies by which USPS management hopes to improve service and ensure financial stability. The major points of the 10-year plan considered passed or accomplished include: (1) postal reform; (2) a commitment to 6/7-day delivery; (3) rate flexibility; (4) planning for package growth; (5) establishing 46 package support annexes; (6) service standard modifications that include new 4 & 5-day delivery standards; (7) increased utilization of ground transportation versus air transportation; (8) consolidating and standardizing mail processing operations in select installations (9) conversion of NDCs to package only facilities; and (10) stabilizing the non-career workforce while retaining employee benefits.

National President Hogrogian addressed closings and consolidations, noting that our reliance on past assurances that these actions are on hold is tenuous in view of the bleak postal finances, continued declines in mail volume, and network redesign references in the PMG's 10-Year Plan. The Postmaster General projects a deficit reduction of \$150B-\$160B over the next 10 years by capturing \$40-\$50 billion savings from Medicare integration, increased revenue by \$60-\$70 billion through rate flexibility and improved parcel volume, with reductions in transportation, infrastructure, and labor costs.

National President Hogrogian spoke about the USPS network redesign, noting that these proposed changes are fluid and ever changing and are driven by facility proximity, volume, standardization, and transportation opportunities. Most notably, all phase II Area Mail Processing (AMP) studies have been cancelled and replaced with a network redesign.

The USPS is proposing consolidations in sixty-four metropolitan



Vice President Western Region, Local 316  
Don Sneesby



Vice President Northeast Region,  
Local 309 President David Wilkin



Local 334 President Sheldon Adams



Local 333 President Monica Marshall



Local 332 President Edvina Tesch



Local 331 President Dave Wisneski



Local 330 President Bob Griffith



Local 329 President JR Macon



Local 328 President Todd Larson



Local 327 President Steve Buksch



Local 325 President Dwayne Williams



Local 324 President Sharee Rogers

markets that will lead to the creation of Regional Processing and Distribution Centers (RPDCs) and Local Distribution Centers (LDCs). The Postal Service identified the first round of sites to be impacted including: Sandston VA, Atlanta GA, Chicago- (Forest Park) IL, North Houston TX, Santa Clarita CA, Bethpage NY, Charlotte NC, Greensboro NC, Indianapolis IN, Portland OR, Boise ID and Jersey City NJ. The most comprehensive changes are currently occurring in the Atlanta area. We believe that the Atlanta changes will serve as the model for future consolidations.

In addition, National President Hogrogian also addressed proposed modifications to Sorting and Delivery Centers (S&DCs) and function four delivery and parcel sorting operations in Athens GA, Brooklyn NY, Bryan TX, Utica NY, Gainesville FL, Panama City FL, Woburn MA, Golden CO, Bartlett/Hanover, IL, Owensboro, KY, Kokomo, IN, Williamsport, PA, Topeka KS, Annapolis, MD and Pasco, WA.

Lastly, with respect to proposed consolidations, President Hogrogian addressed the forthcoming consolidation of 928 S&DCs that will largely impact Letter Carriers. The USPS is proposing to consolidate 34% of all carrier routes, targeting 30 S&DCs by the end of 2023 with three hundred to occur annually each year thereafter, until complete. President Hogrogian assured the body that the NPMHU will continue to oppose unnecessary consolidations and take steps to minimize the negative impact to mail handlers.

Despite previous assurances from the USPS, the Postal Service continues to subcontract Surface Transfer Center (STC) operations in Kansas City, Chicago, Seminole/ Orlando, Atlanta, Cap Metro, Springfield, New Jersey, Northern California, and Southern California. National level disputes are filed. The USPS has increased some operations in subcontracted STCs despite informal conversations

indicating otherwise. It appears that the USPS had designs to subcontract out all the STC operations when they first announced their plans to redesign the STC network in February 2020. An arbitration hearing was held concerning the Kansas City STC, although the hearing included extensive evidence concerning the wholesale subcontracting of the entire STC network. The NPMHU was victorious in arbitration and remedy discussions with the Postal Service regarding the implementation of this award are underway. The NPMHU is in discussions with the USPS to bring some STC work into RPDcs.

The NPMHU has also made an agreement to bring the Terminal Handling Services (THS) work back in-house. These operations send mail to and receive mail from the airlines and FedEx. The Phoenix and Anchorage

THS operations have already been returned to the mail handler craft. The next sites being considered are Richmond, Norfolk, Spokane, and Salt Lake City with more to follow.

The next topic that National President Hogrogian addressed was Mail Handler craft complement and the Mail Handler Assistants' (MHAs) path to a career. We have negotiated a series of Memoranda of Understanding which has created thousands of new positions and resulted in the conversion of an additional 16,906 MHAs to full-time career status over a period of twenty months. The total MHA conversions to career fulltime regular recently exceeded 40,000 with more than 36,000 occurring since signing the Residual Vacancy Memorandum.

National President Hogrogian then highlighted the successes of the Election Task Force noting that the

USPS processed 135 million ballots in the 2020 election and 54.4 million ballots in the 2022 mid-term election. Postal Mail Handlers help preserve the integrity of the election process by helping to ensure that 97.9% of ballots were delivered within 3 days and 99.7% within 5 days. The 2022 figures were even more impressive with 98.96% being delivered within 3 days and 99.82% of all mailed ballots being delivered within 5 days.

National President Hogrogian provided an update on the Local Union election cycle noting that twelve of the thirty-six locals have conducted elections in 2023 and another thirteen are scheduled to hold elections between now and the end of the year.

In concluding his report, National President Hogrogian provided a review of the National Bargaining process necessary to negotiate a successor to the



Local 323 President Jeff Larsen



Local 322 President Kelly Dickey



Local 320 President Bernie Gonzalez



Local 318 President Nick Mosezar



2019 contract that expired on September 20, 2022. Solicitations to the field seeking contract proposals resulted in more than eight hundred proposals which were analyzed and debated by the Field Negotiating Committee during meetings in Washington DC occurring February 7-11, 2022. The NPMHU bargaining priorities included:(1) Acquire a fair and just general wage increase; (2) A continuation of Cost-of-Living Adjustments (COLAs); (3) Retain 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) Address the issue of MHAs serving as 204Bs; and (9) Fix the badly broken wage scale which hinders

the recruitment and retention of new Mail Handler employees.

National bargaining formally kicked-off on June 10, 2022. The NPMHU and USPS did not reach an agreement by the September 20, 2022, deadline, but there was sufficient progress to warrant an extension of bargaining and continued discussions. A tentative agreement was reached, and a ratification vote ensued. On March 13, 2023, the ratification vote count was certified with 84.25% voting in favor of the new 2022 National Agreement. Throughout the bargaining process the National Office published and widely disseminated bargaining updates to the membership.

National President Hogrogian noted that all objectives were achieved and praised the bargaining team's efforts. National President Hogrogian concluded with a review of contractual changes, provisions,

and implementation schedule of the recently ratified 2022 National Agreement. The USPS has provided the following tentative schedule of economic related provisions:

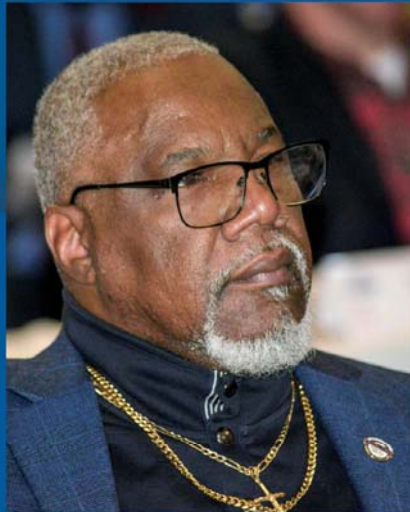
- **Stop-Gap for contractual pay actions** — PP09-2023 (04/08/2023).
- **Date of new Step B for MHAs** — PP14-2023 (06/17/2023).
- **Date of Elimination of Step BB** — PP14-2023 (06/17/2023).
- **Date that step waiting period will be changed to 48 weeks** — PP14-2023 (06/17/2023).
- **MHA Automatic Conversions/ Step Changes/Employee Classification** PP14-2023 (06/17/2023).
- **Date of Advanced Annual leave for eligible MHAs and PTFs** — PP14-2023 (06/17/2023).



Local 300 Vice President Yvette Johnson, Local 310 President Lisa Greer, Local 311 Treasurer Roxie Olds Pride, Local 332 President Edvina Tesch, CAD Manager Teresa Harmon, Local 305 President Felandria Jackson, Local 322 President Kelly Dickey and Women's Committee Chairperson, Central Region Vice President, Local 306 President June Harris.



Local 321 President Tony Wilson



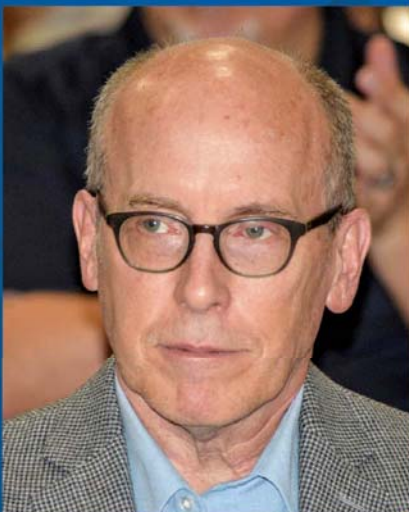
Local 317 President James Morris



Local 315 President Joe Harms



Local 314 President Latonia Johnson



Local 297 President Chris Bentley



Local 312 President Troy Davis

- **Retro Pay** — PP19-2023 (08/26/2023) which is pay date 9/15/2023.

The NPMHU Women’s Committee Report was presented by Committee Chair and Vice President Central Region/Local 306 President June Harris.

CAD Representative Tom Ruther led discussions on the RI399 Update memorandum and provided a comprehensive report on the activities of the Article 12 Task Force.

Contract Administration Department Manager Teresa Harmon then provided a full report and entertained questions and comments from various attendees on the activities of the Contract Administration Department since the last meeting of the Local Unions. The remainder of Sister Harmon’s presentation was based on the written report that was distributed electronically before the meeting (and is posted at the MAI LS tab on the national website) and included the following topics:

- **2022 National Agreement**
- **Bidding Memorandum**
- **National Arbitration**
  - MHA Reappointments
  - Article 32 and Subcontracting of the Kansas City STC
- **Employee Assistance Program (EAP)**
- **Mech-Tech Issues including:**
  - Small Delivery Unit Sorter (SDUS)
  - Small Induction Unit Sorter (SIPS)
  - Enhanced Package Processing Systems (EPPS)
  - NDC Redevelopment
  - Automated Flats Casing
  - High Output Package Sorter (HOPS)
  - Matrix Regional Sorter (MaRS)
  - Regional Packaging Sorter System (RPSS)



- Mobile Delivery Device-In Office & Technical Refresh (MDD-IO & MDD-TR)
- Manual Stacker/Un-stacker
- Forklifts

• **Step 4 Update**

The assembly next heard a report from National President Hogrogian on behalf of the NPMHU General Counsel addressing litigation and other pending legal matters involving the NPMHU National Union. Brother Hogrogian addressed the recent transition of legal counsel noting that Bruce Lerner of Bredhoff & Kaiser PLLC would transition to a Senior Counsel role and Matt Clash-Drexler of the same firm would assume duties of NPMHU General Counsel.

NPMHU Legislative and Political Director, Katie Maddocks, next provided a report on the outcome of the 2022 midterm elections and what the Union hopes to accomplish in the 118<sup>th</sup> Congress. Katie also gave an overview of the upcoming Legislative Conference and what participants can expect. She also reviewed contributions and trends to the NPMHU Political Action Committee (PAC) before announcing the winners of the 2022 PACkie Awards that include Locals 300, 301, 316, and 332. PACkie awards are accolades of recognition highlighting a Local's commitment to the success of the NPMHU Political Action Committee. The winners exemplify excellence amongst our NPMHU locals.

On Tuesday, April 4, 2023, the meeting began with a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) from Brad Corban, Aetna Director of National Accounts and Executive Director Nina Gallaresi. Updates included a review of MHBP membership, which has seen its Open Season membership additions returning to pre-pandemic levels thanks to Local Unions' participation in Open Season



Local 298 President Wayne Foster



Local 299 President Keala Parker



CAD Representative Tom Ruther



Local 303 President Eddie Cowan



Local 310 President Llsa Grier



Local 307 President James Haggarty



Local 313 President Maurice Torres



CAD Manager Teresa Harmon with her report



CAD Representative Eugene Horton



Local 300 President Kevin Tabarus



Local 301 President Dan St. Marie



Local 302 President Anthony Coleman

Health Fairs. MHBP educational materials continue to be available to Local Unions and prospective members via hard copy brochures and through informative videos and interactive chats on the MHBP website. Finally, MHBP presented an overview of the Postal Service Health Benefit Program which will provide health insurance benefits to USPS employees and annuitants beginning January 1, 2025.

National Secretary-Treasurer Hora next provided a detailed report on a host of topics. The NPMHU financial report (pre-audit) financial statements for the quarter ending December 31, 2022; deficit control measures; quarterly and annual expense and revenue analysis.

Mail Handler complement, regular and associate membership trends and per capita analysis; revenue projections and allocation among our Union's affiliated organizations; 2022 NPMHU Regular dues increase and per capita changes; 2023 NPMHU Associate Dues increase and billing process; Cost of Living Allowance (COLA) review; NPMHU Revenue Sharing Program and the NPMHU Partial Reimbursement Program.

As part of the ongoing membership recruitment program, National Secretary-Treasurer Hora discussed membership trends and reviewed the recruitment tools available to Local Unions. These tools include a

recruitment video available at [npmhu.org](http://npmhu.org) (on the "Hot Topics" tab), which should be played at Mail Handlers orientation. The Form 1187 electronic submission process to HRSSC was discussed in detail.

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

National Secretary-Treasurer Hora informed the attendees that the NPMHU and the USPS are finalizing the review of the PDF version of the 2022 National Agreement. Upon conclusion of the review, it will take 4-6



CAD Representative Tom Ruther with his report



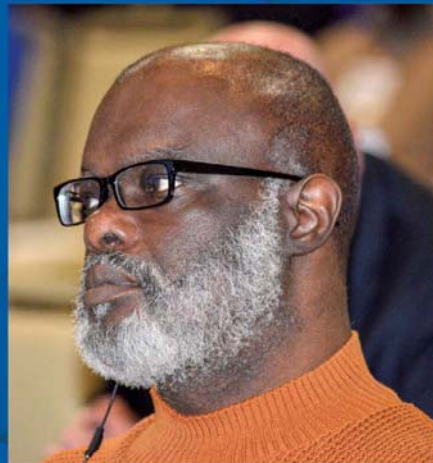
Eastern Region Director Andy Badilishamwalimu



Local 305 President Felandria Jackson



Local 304 Vice President Greg Hill



Local 311 President Charles Charleston



Western Region Director Nick Lehto

weeks to distribute the 2022 National Agreement in bulk to the Local Unions.

National Secretary-Treasurer Hora concluded his presentation with an update on NPMHU mobile app usage, the ongoing need for Local Unions to review and update their cybersecurity, the LiteBlue and PostalEase cyber fraud, and the NPMHU Arthur S. Vallone scholarship program. The upcoming NPMHU National meetings schedule was provided to attendees.

After concluding his traditional report to SAMLU attendees, National Secretary-Treasurer Hora announced his impending retirement. Brother Hora reflected on the variety of positions and assignments held at the local and

national level for nearly thirty years. After holding a plethora of positions throughout his career, in February 2019, Brother Hora was inducted as NPMHU National Secretary-Treasurer, a position he will hold until his retirement on June 9, 2023.

As with each of these Semi-Annual Meetings of the Local Unions, a solicitation for agenda items was distributed to all Local Union Presidents in advance of this meeting. Agenda items that were sent to the National Office were distributed to all Local Presidents prior to the meeting and, to the extent possible, the submitted agenda items were addressed in the appropriate reports and through other discussion before

the assembly. Several other topics were raised and discussed during the round-robin segment of the meeting.

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

On Wednesday, April 5, 2023 attendees received Local Memorandum of Understanding Training (LMOU). The training was conducted by Eastern Region Vice President/ Local 308 President John Gibson, Southern Region Vice President Lawrence Sapp, Central Region Vice President / Local 306 Local President June Harris, and Western Region Vice President / Local 316 President Don Sneesby.

# MAIL HANDLERS HOLD THEIR TENTH LEGISLATIVE CONFERENCE

Katie Maddocks, Legislative and Political Director



After a four-year hiatus, the National Postal Mail Handlers Union hosted its 2023 Legislative Conference for the 118th Congress, May 2<sup>nd</sup> & 3<sup>rd</sup>. Presidents, Legislative Representatives, and policy enthusiasts from the Union's Locals gathered in Washington, DC, to discuss NPMHU's legislative priorities for the congressional session, and to learn how to effectively lobby their members of Congress in the House and Senate.

The first day of the conference included a full training program, with a host of speakers and panel discussions highlighting the issues the Postal Service and the labor movement are now facing in Congress and the needs for grassroots lobbying. One aspect that set this legislative conference apart from others is that this was the first one in over a decade that postal reform was not NPMHU's top legislative priority. Through our

union's collective voice, we were able to get the Postal Service Reform Act passed in strong bipartisan measure in both the House and Senate, and signed into public law. Because of our dedicated work, we were able to gain approval on this bill that repealed the 2006 mandate to prefund retiree healthcare costs; integrate Medicare coverage for future retirees; codify six-day delivery; enter agreements with state, local and tribal governments



to offer services; and provide greater transparency to customers on delivery delays. The new law will help to stabilize the Postal Service's finances and stem calls for privatization.

While we had this monumental win with the reform bill, NPMHU still has legislative goals for the new 118<sup>th</sup> Congress. In the opening panel, I was joined by APWU Legislative Director Judy Beard, and NALC Chief of Staff Kori Blalock Keller. The primary message of the panel was the power and impact that joint efforts by the postal unions can have for all of our members. Those attending the conference were tasked with thanking lawmakers who voted in favor of the Postal Service Reform Act first and foremost. But in addition to thanking those who voted in favor of the postal reform bill in the House and Senate, NPMHU members were also educated on other legislation that supports the Postal Service and the labor workforce. NPMHU participants were tasked with garnering support on H.Res. 277 while on the Hill. This non-binding House Resolution expresses support for the Postal Service to revert back to 2012 standards. In 2015, the Postal Service reduced service standards, resulting in the delay of first-class mail, periodicals, and newspapers, causing the virtual elimination of overnight delivery. These delays continue to negatively impact businesses and households, effectively driving away customers



Local 301 Recording Secretary Phill Alvarado, SEBM Scott Lasell, Vice President Sean Sweeney and President Dan St. Marie make their way around Capital Hill.

from the Postal Service and leading to a decrease in revenue and the worsening of its financial situation.

Additionally, the Mail Handlers Union is supporting a bill that expands the rights for union organization. The Protecting the Right to Organize Act, H.R. 20/S. 567 expands protections for those looking to organize, as well as expands the jurisdiction of the National Labor Relations Board. Furthermore, NPMHU members asked their members of Congress to sign onto the Social Security Fairness Act (H.R. 82/S. 597) that repeals unfair reductions to Social Security for those enrolled in the Civil Service Retirement System.

In order for NPMHU members to effectively lobby these issues on Capitol Hill, Amy Pfeiffer, the Chief of Staff for Congressman Andy Kim (D-NJ-03), spoke on best practices for meeting with members of Congress and their staff and what they can expect. She emphasized how her office works to ensure that they hear from constituents on issues important to them and how policy developed in Washington, DC will impact them back home. She further emphasized that in addition to the importance of meeting with members of Congress here in DC, relationships with elected officials can be advanced with meetings in district



Local 308 Treasurer Mike Rembelinsky, Senator Tom Carper (D-DE), SEBM Brian Carson, and SEBM Brian Clark



Senator Gary Peters (D-MI)



Kori Blalock Keller Chief of Staff NALC

offices. The NPMHU Day on the Hill should not only occur once every two years but should be extended and cultivated back home.

What also helps with lobbying efforts is having a good understanding of the political landscape of Washington. To help with this, International Union of Painters and Allied Trades Government Affairs Director Liz McElroy discussed the outcome of the 2022 Midterm Elections; the changes of leadership within the

House of Representatives; those who won in congressional districts won by opposing parties in state-wide and presidential races; and, how this impacts the legislative agenda for Congress and the NPMHU's efforts on Capitol Hill. By understanding the political landscape, the Mail Handlers can better understand how elected officials will support legislative policy.

The conference also heard from many experts on the postal issues currently being debated in the nation's capital.

Anton Hajjar, the Vice Chair of the United States Postal Service Board of Governors, and Ashley Poling, Commissioner with the Postal Regulatory Commission, spoke to how their positions influence policy decisions of the Postal Service and the need for a working relationship with the Mail Handlers and other stakeholders.

We were privileged to hear from Representative Gerry Connolly (D-VA-11) and Senator Gary Peters (D-MI) who both spoke about their work



Local 300 SEBM Charles Valentine, Local 300 Recording Secretary Ray Bermudez, Local 300 SEBM Lucy Lombardo, Senator Kirsten Gillibrand (D-NY), Local 300 Vice President Yvette Johrson, Northeast Region Vice President, Local 309 President Dave Wilkin, Local 300 President Kevin Tabarus and National President Paul Hogrogian



Lobbying Panel Amy Pfeiffer Chief of Staff, Rep. Andy Kim (D-NJ-03) and Katie Maddocks



Local 302 Legislative Representatives Wazeer Livingston and Juanita Contreras meet with Senator Jacky Rosen's (D-NV) staff



Katie Maddocks Legislative and Political Dir. NPMHU



(l-r) VP Dave Wilkin, VP Lawrence Sapp, VP June Harris, NST(E) Kevin Tabarus, LiUNA General President Brent Booker, NPMHU National President Pau Hogrogian, VP Don Sneesby and VP John Gibson.



Local 329 Local President JR Macon, Local 329 SEBM, BP Chattanooga TN Julius Takacs, Senator John Boozman (R-AK) and Local 329 SEBM Lyndon Cox



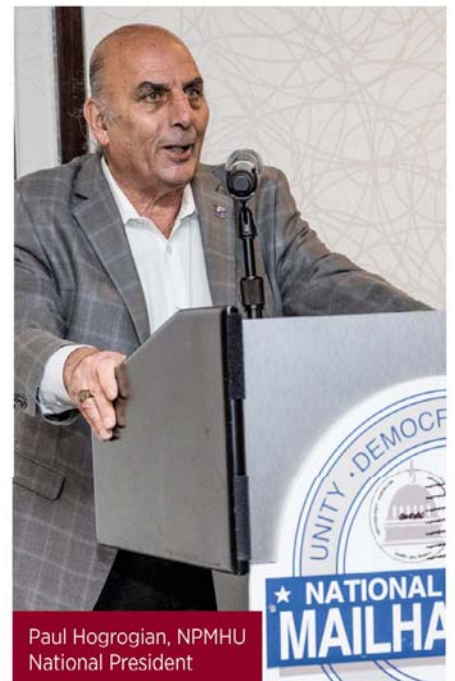
Senator John Fetterman (D-PA) met with Local 322 Treasurer Donna Truschol and Local 322 President Kelly Dickey

to secure passage of the Postal Service Reform Act. Because of their efforts, the Postal Service is on a path of sustainability that delivers to urban, rural, and suburban communities alike. They have both been true champions of the Postal Service and its dedicated workforce. The Mail Handlers are grateful for their work in Congress and for taking the time to speak to our attendees.

American Federation of Government Employees (AFGE) President Everett Kelley gave a spirited speech on the need for grassroots lobbying; the importance of getting involved with the legislative process; and, the need for union representing federal and postal employees to work together. NPMHU is lucky to have an ally in

protecting the rights and benefits of our members.

The second day of the conference allowed all newly-trained Mail Handlers to meet with Members of Congress and their professional staff. Prior to heading up to the Hill for their scheduled appointments, newly elected LiUNA General President Brent Booker spoke to the group. Having just started his tenure, his address at our conference was his first as General President. Booker echoed General President Emeritus Terry O'Sullivan's previous messages of empowerment, citing that NPMHU's fights are LiUNAs fights, and our Laborer brother and sisters will support our legislative efforts. The rest of the day was spent by Mail Handlers



Paul Hogrogian, NPMHU National President



Local 318 Vice President Lynden Clark, Local 318 Legislative Committee Member Danny Diaz, Rep Mario Diaz-Balart (R-FL-26), Legislative Director Vanessa Scott, and Local 318 Recording Secretary Ron Nordyke



Congressman Gerry Connolly, (D-VA-11)



Anton Hajjar, USPS Board of Governors



Local 308 Cleveland Branch President Shelly Benton, Senator Sherrod Brown (D-OH), Local 308 Recording Secretary Darvis Wanton, Local 308 President Bip McLemore, and Local 308 Mansfield Phil Hubert



Political Panel Liz McElroy, Government Affairs Dir. IUPAT and Katie Maddocks



Judy Beard, Legislative and Political Dir. APWU



Ashley Poling, Commissioner Postal Regulatory Commission

talking with their Representatives and Senators, asking them to support legislation on our agenda.

Not only were NPMHU elected leaders and Mail Handlers able to share their views on pending issues throughout their day on the Hill, but relationships forged during the conference will prove helpful throughout the rest of the 118<sup>th</sup> Congress.

One aspect that keeps our voice on Capitol Hill present is the NPMHU Political Action Committee. NPMHU

PAC is the political arm of NPMHU and is extremely important to our legislative program, which allows the Union to support members of Congress who work to protect and defend the rights of Mail Handlers. The NPMHU PAC recognizes our members who give to the PAC annually in the Mail Handler magazine. However, there were some mistakes in our PAC database that fell through the cracks. Southern Region VP Lawrence Sapp, who gives through his annuity, should be recognized as

an Ambassador, giving at over \$500 in the calendar year. Additionally, Phil Alvarado of Local 301 should have been recognized as a Super Ambassador, giving over \$1,000 in 2022. If you have any questions about giving throughout the calendar year or how to give to the PAC, please reach out to me. I am happy to answer questions about congressional candidates NPMHU PAC gives to and why, or your individual giving level. Thanks to all who support the NPMHU PAC!



# NPMHU PACKie Awards

PACKie awards are accolades of recognition highlighting a Local's commitment to the success of the NPMHU Political Action Committee. **The winners exemplify excellence amongst our NPMHU locals.**



**MOST IMPROVED LOCAL 300:** (l-r) National President Paul Hogrogian, Local 300 President Kevin Tabarus, Local 300 Vice President Yvette Johnson, Local 300 Recording Secretary Ray Bermudez and National Secretary-Treasurer Mike Hora



**AMBASSADOR AWARD AND LOCALS WITH 1500 MEMBERS & UP LOCAL 301:** (l-r) Local 301 Treasurer Shawn Holt, National President Paul Hogrogian, Local 301 President Dan St. Marie, Local 301 Vice President Sean Sweeney, and National Secretary-Treasurer Mike Hora



**LOCALS WITH 1-499 MEMBERS LOCAL 332:** (l-r) National President Paul Hogrogian, Local 332 President Edvina Tesch and National Secretary-Treasurer Mike Hora



**LOCALS WITH 500 - 1499 MEMBERS LOCAL 316:** (l-r) National President Paul Hogrogian, Local 316 President and Western Region Vice President Don Sneesby, SEBM Steven Kim and National Secretary-Treasurer Mike Hora

# 2023 PAC

## INCENTIVE AWARDS



### 2023 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Beanie
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Travel Bag
Ambassador	\$500	PAC Cooler and Bottle Opener
Super Ambassador	\$1000	All Incentive Gifts



## 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 pages 27 and 28 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 six 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)
- \$1000 (Super 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.

# THE NPMHU

## LEGISLATIVE AGENDA

### FOR THE 118<sup>TH</sup> CONGRESS

#### BACKGROUND

After more than a decade of hard work, the National Postal Mail Handlers Union helped to usher in the Postal Service Reform Act (PSRA) of 2022 (P.L. 117-108). Following the financial ramifications implemented by the 2006 Postal Accountability and Enhancement Act (P.L. 108-435), the PSRA is able to right the Postal Service's fiscal ship. The law repeal the mandate to pre-fund retiree healthcare costs; integrate future retirees into Medicare to reduce the USPS liability on retiree healthcare costs; requires reports from USPS to Congress and the Postal Regulatory Commission on costs and performance standards; creates a public dashboard to inform customers on delays; codifies 6-day delivery to businesses and residences; and, allows for agreements between USPS and state, local and tribal governments to provide property and services. The law received strong bipartisan support in both the House and the Senate, passing 342-92 and 79-19 a month apart. The NPMHU, along with the other postal unions and stakeholders, worked on this legislation for years in order to obtain consensus.

Going into the 118<sup>th</sup> Congress, NPMHU's legislative agenda will focus on ensuring the Postal Service and the Office of Personnel Management will

fully implement PSRA. Additionally, the Union will look to continue to improve the Postal Service's finances, growing postal revenue, protecting service standards for customers, defending earned retirement and healthcare benefits, promoting workers' rights, and strengthening American elections.

#### IMPROVING THE UNITED STATES POSTAL SERVICE

While the PSRA gained wide bipartisan support and passed in both the House and Senate, it only provides the first steps in improving the Postal Service.

The NPMHU will continue to work with members of the House and Senate to draft bipartisan legislation that further enforces sustainability and protects the workforce. These measures should include:

- Utilize postal-only assumptions for calculating pension liabilities.
- The USPS Office of Inspector General reported in 2013 that this recalculation would reduce liabilities with the Civil Service Retirement System (CSRS) by \$1.3 billion while the Federal Employees Retirement System (FERS) would see a reduction of \$9.5 billion in liabilities.
- Provide for certain index fund investments for the Retiree Health Benefits Fund, rather

than restricting the Fund to low-yielding Treasury bonds.

- Nonpostal services to grow revenue.
  - The USPS Shipping Equity Act (H.R. 3287/S. 1663) introduced in the 117<sup>th</sup> Congress called to allow the shipment of alcoholic beverages directly between licensed producer and retailers to the consumer. The USPS estimated this would generate over \$50 million annually.
  - Currently, the USPS has the authority to expand nonbanking financial services, providing ATMs, check cashing, bill pay, and expanded wire transfers and money orders. In a 2015 report from the USPS Office of the Inspector General, after a 5-year ramp-up, these expansions could generate \$1 billion annually.

#### STRENGTHENING SERVICE STANDARDS

Within the first months of his appointment, Postmaster General Louis DeJoy developed a ten-year plan, Delivering for America, in an attempt to set a path of financial stability and modernization. Within the plan, the delivery window is expanded from 2-3 days to 2-5 days, relying on surface transportation over air, as

well as restructuring the overall network. The information the NPMHU has received from the Postal Service on this restructuring has been high on concept, but extremely low on details. The plans are fluid and constantly changing. It is NPMHU's concern that these changes do nothing but undermine the work of dedicated employees, negatively impact services, and drive away customers. The NPMHU asks lawmakers to work with us to fight against closures, consolidations, and subcontracting brought on by this "plan."

## FUNDAMENTALS OF THE POSTAL SERVICE

Members of Congress should continue to protect the basic fundamentals of the Postal Service, ensuring that every American household and business, in urban, suburban, and rural areas, has access to the universal service provided by the USPS. The NPMHU endorses resolutions introduced by Members of the House and Senate that express the need to ensure that the Postal Service remains a public entity that can ensure delivery.

- Expressing the sense that Congress should take all appropriate measures to ensure that the Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.
- Expressing the sense that the Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers.

## PROTECTING EARNED RETIREMENT AND HEALTHCARE BENEFITS

In January 2023, Treasury Secretary Janet Yellen stated the US reached its debt ceiling and extraordinary

measures to meet debt obligations will expire in June 2023. In 2011, under similar circumstances, the House and Senate passed legislation impacting the benefits of future postal and federal employees. The NPMHU is concerned that the House and Senate will once again target postal employees as a means to reduce federal spending, and will go after the following:

- Increasing all FERS employees' retirement contributions to 4.4 percent of salary;
- Utilizing a defined contribution retirement plan instead of the current defined benefit;
- Moving from a high-3 to a high-5 for retirement annuity calculations;
- Eliminating FERS Cost of Living Adjustment (COLA) and reducing CSRS COLAs by 0.5%;
- Eliminating the FERS retirement supplement plan for those who retire before the age of 62; and,
- Reducing the G-Fund interest rates for those under the Thrift Savings Plan.

In addition to protecting these benefits, the NPMHU will work with lawmakers to strengthen retirement benefits. These measures include:

- The elimination or curtailing of the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP).
  - In the 117<sup>th</sup> Congress, the Social Security Fairness Act (H.R. 82/S. 1302), called to repeal both GPO and WEP.
  - In the 117<sup>th</sup> congress, the Equal Treatment of Public Servants Act (H.R. 5834), provided for a \$100 rebate to those first eligible for WEP benefits before 2022; those impacted by WEP who are eligible for benefits between 2022–2060 would

be subject either to a new formula or the current WEP formula, whichever is more beneficial; and those eligible for benefits in 2061 would be subject to a new formula.

- In the 117<sup>th</sup>, the Public Servants Protection and Fairness Act (H.R. 2337), recalculated Social Security benefits for public workers to ensure they get are not negatively impacted by the Windfall Elimination Provision
- Providing temporary employees hired after January 1989 with the opportunity to make additional contributions to their retirement plans, allowing eligible employees to retire on time with full retirement benefits.
  - The Federal Retirement Fairness Act (H.R. 4268) in the 117<sup>th</sup> Congress addressed this issue.
- Create parity between CSRS and FERS retirees by providing the same COLA for both sets of retirees.
  - Currently, CSRS retirees receive a COLA that is in line with the change in the consumer price index for workers, however, FERS retirees are subject to a different calculation that is often lower than their CSRS counterparts.
  - The Equal COLA Act (H.R. 866) would ensure all postal retirees would receive the same COLA every year.

## PROMOTING WORKERS' RIGHTS

Over the past few years, there has been continued support from the American public on workers' rights to unionize, seen in a Gallup poll where 71 percent of Americans are in favor of union. Reflecting this support, the House of Representatives already introduced the bipartisan

Richard L. Trumka Protecting the Right to Organize Act (H.R. 20), and there is an identical bill in the Senate (S. 567). These bills call to strengthen current federal laws by allowing private-sector workers to organize and join a union and bargain for better wages and benefits. Additionally, in the 117<sup>th</sup> Congress, the House and Senate introduced the Public Service Freedom to Negotiate Act (H.R. 5727), requiring public employers to recognize employees' rights to join a union and collectively bargain over wages, hours, working conditions, and allowing workers to access arbitration and mediation as a means of dispute resolution. The NPMHU will continue to advocate on these issues going into the 118<sup>th</sup>.

Despite the growth of production over the past years, American wages continue to fall behind and the federal minimum wage remains outpaced by inflation. Many states and localities have already passed laws increasing minimum wage to \$15.00 an hour by 2025 and the National Employment Law Project estimates that 40 percent of the American workforce will be covered by a \$15.00 an hour pay base by 2026. In the 117<sup>th</sup> Congress, the Raise the Wage Act (H.R. 603/S. 53) called to increase federal minimum wage to \$15.00 an hour by 2025, with gradual increases over a five-year period. The NPMHU will work to ensure this legislation is reintroduced in the 118<sup>th</sup> Congress.

The NPMHU will also work with our brothers and sisters in LiUNA to protect prevailing wage laws, especially those under the Service Contract Act.

## **STRENGTHEN AMERICAN ELECTIONS**

Following the success of vote by mail initiatives in the 2020 elections, the 2022 midterm elections saw continued success. In the November 2022 general election, the Postal Service delivered



over 54.4 million ballots between voters and local election boards. The Postal Service delivered 98.96% of ballots within 3 days and 99.82% of ballots within 5 days. In order for this success to occur, constant communication between USPS, postal unions and management associations, and state and local election boards was necessary. These efforts prove that vote by mail is a secure and reliable way for eligible voters to participate in the democratic process. The NPMHU will promote legislation, primarily at the state and local level, to encourage democratic

participation through vote by mail initiatives, and will support such efforts at the federal level as well.

The NPMHU will take all reasonable steps to ensure that mail handlers and their families are actively involved in upcoming elections, through voter registration and education efforts to increase turn-out. It is critical that all Mail Handlers and their families not only are registered to vote, but that they go to the polls to have their voices heard. We must continue to work to ensure that pro-union, pro-worker candidates are elected to represent our interests.

# IMPLEMENTATION OF THE 2022 NATIONAL AGREEMENT / GROFF VS DEJOY SUPREME COURT CASE

Teresa Harmon, Manager, CAD



In this issue, I want to share some important dates associated with the implementation of the 2022 National Agreement as well as give a brief overview on a current Supreme Court case that could have some impact on postal employees.

## IMPLEMENTATION OF THE 2022 NATIONAL AGREEMENT

As you know, the 2022 National Agreement was ratified on March 13, 2023. After ratification, dates have to be determined on when certain things can occur. Most of the dates are determined by how long it takes for the Postal Service to write or change their computer programs. The following are the implementation/effective dates for various sections of the 2022 National Agreement.

- Non-Economic Issues/Work Rules — April 8, 2023
- One Time Conversions for MHAs in 200 work year offices with a relative standing date prior to 2.5 years from the ratification date (March 13, 2023) of the 2022 National Agreement — May 6, 2023
- New wage rate which will reflect the November 2022 general wage increase and the March 2023 COLA — PP09-2023 (04/08/2023).
- Date of new Step B for MHAs — PP14-2023 (06/17/2023)
- Date of Elimination of Step BB — PP14-2023 (06/17/2023).
- Date that step waiting period will be changed to 48 weeks — PP14-2023 (06/17/2023).
- MHA Automatic Conversions/Step Changes/Employee Classification of MHAs in 200 work year offices who have reached 24 months of relative standing — PP14-2023 (06/17/2023).
- Date of Advanced Annual leave for eligible MHAs and PTFs — PP 14- 2023 (06/17/2023)
- Retro Pay — Pay Period 19, check dated 9/15/2023
- Clothing Allotment Carryover — Is still to be determined.

## GROFF VS DEJOY SUPREME COURT CASE

On Tuesday April 18, 2023, the U.S. Supreme Court heard oral argument in the lawsuit *Groff v. DeJoy*. The case was brought by Gerald Groff, who delivered mail as a Rural Carrier Associate (RCA) from 2012 to 2019 in central Pennsylvania. Groff is a Christian who observes Sunday as the Sabbath, so he was not available to work on Sundays.

When Groff started as an RCA, no mail was delivered on Sunday, so Groff's observance of a Sunday Sabbath did not pose any issue. In 2013, however, the Postal Service and Amazon agreed to Sunday delivery of certain packages. The schedule for Sunday work is governed by an MOU, which is intended to ensure an equitable rotation of Sunday work. Citing his religious beliefs, Groff consistently refused to work on Sundays. For several years, Groff and the Postal Service attempted to find workarounds, such as having volunteers take over his Sunday slots. Eventually, however, the Postal Service began disciplining Groff for his refusal to work on Sundays, and in 2019, Groff resigned.

After resigning, Groff sued the Postal Service. He argued that under Title VII of the Civil Rights Act, the Postal Service was required to reasonably accommodate his religious beliefs by exempting him from Sunday work.

After the lower courts found in favor of the Postal Service, Groff appealed the case to the Supreme Court. Back in 1977, the Supreme Court held in *Trans World Airlines, Inc. v. Hardison* that an employer does not need to accommodate an employee's religious practices if making the accommodation would create an "undue hardship." The Supreme Court also said in *Hardison* that it would be an "undue hardship" if an employer had "to bear more than a de minimis cost" to make the accommodation. Groff argued in his appeal that the Supreme Court should overrule *Hardison* and require employers to accommodate religious beliefs even if doing so created a higher cost. Groff also argued that an employer should not be able to show an "undue burden" simply by showing that coworkers are burdened by the accommodation. For instance, Groff argued, the Postal Service should not be able to show that Groff's request created an "undue burden" on the Postal





Service overall, even if his coworkers were inconvenienced by having to work extra Sunday shifts.

Amicus briefs may be filed by parties with a strong interest in the subject matter of a case, but who are not a party to or directly involved with the litigation, especially in Supreme Court cases. An amicus brief is normally aimed at trying to protect the interest of parties whose interests are potentially jeopardized by the litigation.

In this case, the National Postal Mail Handlers Union, National Rural Letter Carriers Association, and National Association of Letter Carriers filed a joint *amicus* brief in support of the Postal Service with the Supreme Court making two arguments. First, we argued that the Court should not overrule *Hardison*, but should clarify that *Hardison* — read in its entirety — requires the employer to accommodate religious exercise unless doing so would create substantial costs. We argued that this would allow employers to better balance the needs of religious employees with the needs of the business as a whole. Second, we argued instead of deciding in the abstract whether a burden on a coworkers can create an “undue burden” for the employer, the Court should send the case back to the lower courts to investigate the facts on how Groff’s scheduling request would affect the Postal Service and his coworkers. We argued that the Court simply did not yet have enough facts to make that decision. We also argued that it would be an “undue burden” if the Postal Service had to violate a CBA or MOU provision to accommodate Groff.

The Supreme Court heard oral argument in the case on April 18, 2023. It is often difficult to make predictions about Supreme Court decisions, but based on the questions the justices asked at the oral argument, there is some hope that the Supreme Court may rule along the lines that our *amicus* brief suggested. A majority of the justices seemed to agree with the Postal Service and the postal unions that *Hardison* should not be overruled, but should be clarified. Additionally, a majority of the justices indicated that the case should be sent back to the trial court to find more facts about the effects of excusing Groff from Sunday work before determining whether the Postal Service violated Groff’s religious rights.

Importantly, at oral argument, Groff’s lawyer agreed that it would be an “undue burden” to excuse Groff from Sunday work if doing so would violate a seniority system in a collective bargaining agreement. So, it appears that seniority systems, like the system set forth in the NPMHU National Agreement, are unlikely to be affected by Groff’s lawsuit. It remains unclear whether other provisions of the National Agreement — like fair-scheduling provisions — will be treated like seniority systems. The Supreme Court is expected to issue its decision by the end of June.

The NPMHU supports employees’ rights to receive reasonable accommodations for their religious beliefs and practices, and will continue to urge the Postal Service to provide those accommodations consistent with the terms of the National Agreement.

If you have any questions about the implementation dates or the Supreme Court case, please talk to your union official.



## A CLOSER LOOK AT EDEMA

Nina Gallauresi, Executive Director, MHBP

**S**welling in the body can happen for many reasons. Summer heat can cause your arms or legs to swell if you've been sitting or standing for a while. Body parts can also swell from overuse or an injury. But sometimes, swelling is a sign of an underlying medical condition.

More than half your body is made of water. Much of it flows around in your bloodstream. Water also makes up a lesser-known fluid called lymph. Lymph travels through the lymphatic system, which is made up of the tissues and organs that produce, store, and carry immune cells.

When your body fluids build up in one place, it can lead to swelling. This is called edema. You can get edema anywhere in your body—your feet, legs, ankles, hands, or even face. It can appear in one place or in many body parts at the same time.

Sometimes it's only temporary. Pregnancy can lead to swelling in the legs and ankles from the pressure of the baby. Eating too much salt can cause you to retain water. So can certain medications, like some used for high blood pressure.

"Edema can cause problems with moving around, discomfort, infections, and difficulty with wound healing," says Dr. Dhruv Singhal, a surgeon who treats lymph system problems at Harvard University. "So any kind of swelling should be looked at by a health care provider."

Edema may be a sign of a serious medical condition. A dangerous type of blood clot called a deep vein thrombosis, or DVT, can cause sudden edema. Heart, liver, or kidney problems can also lead to swelling.

In a disease called congestive heart failure, the heart has problems pumping blood around the body. This can cause fluid to pool in the legs. With liver or kidney damage, fluid can't pass through them quickly and can build up in the limbs.



Trauma to the body can also trigger edema. Singhal treats a type of edema caused by damage to the lymphatic system. This is called lymphedema. In the U.S., lymphedema is most often caused by cancer surgery.

Treatment for edema depends on the cause. If the swelling is caused by a drug, switching to a different type of medication may help. People with edema caused by a blood clot usually receive a blood thinner to break up the clot. Drugs called diuretics may be used for conditions like heart failure.

These help your body get rid of excess fluid.

"We also have certain treatments that almost all patients get, no matter what the cause of their edema is," Singhal says. These include compression garments: stockings, sleeves, or gloves that help reduce swelling. They can help reduce discomfort even if the cause of edema is something that can't be treated.

If you experience sudden swelling in one or more limbs, or minor swelling that's getting worse over time, see a health care provider right away. Early treatment for many types of swelling can reduce symptoms in the long term, Singhal explains.

Help reduce discomfort from swelling:

- Wear loose clothing and shoes that aren't too tight.
- Prop up swollen legs.
- Exercise gently.
- Limit salt in your diet.
- Take medications as prescribed.

### MHBP RESOURCES TO ASSIST YOU

If you have a health concern or need advice on what to do and where to go, MHBP offers a 24/7 Nurse Line, call 800-556-1555.

If you have any questions or would like more information, please call MHBP at 800-410-7778.

# MHBP CONSUMER OPTION (HDHP)

## Health coverage + health savings

**MHBP**<sup>SM</sup>  
Brought to you by Aetna®



### Part health plan, part savings account that's there when you need it.

The MHBP Consumer Option is a high-deductible health plan with a health savings account (HSA).

The plan will deposit up to \$2,400 per year for a Self and Family or Self Plus One enrollment (\$1,200 Self Only) into your HSA for you. Use it to pay for health expenses, or watch your savings grow as they roll over. It's up to you.

Network preventive care is covered at 100% with no deductible. After you meet your deductible, you pay low copayments - or nothing at all - for covered care.

#### CONSUMER OPTION BENEFITS INCLUDE:\*\*

- No out-of-pocket costs for maternity care
- No cost for telehealth through Teladoc Health®
- No-cost MinuteClinic® services at a CVS Pharmacy® location\*\*
- 40 alternative care visits per year for chiropractic care and acupuncture
- No cost for Lab Savings Program

\*Consumer Option members must meet their deductible before benefits apply.

\*\*Includes select MinuteClinic services. Not all MinuteClinic services are covered. Please consult benefit documents to confirm which services are included. However, such services are covered at negotiated contract rates. This benefit is not available in all states. Aetna® and MinuteClinic, LLC (which either operates or provides certain management support services to MinuteClinic-branded walk-in clinics) are part of the CVS Health® family of companies. Aetna is the brand name for products and services provided by one or more of the Aetna group of companies, including Aetna Life Insurance Company and its affiliates (Aetna).

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This is a summary of the MHBP Consumer Option plan. Before making the final decision, please read the 2023 official Plan Brochure (RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2023 official Plan Brochure.

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#### 2023 CONSUMER OPTION RATES

The plan gives you both comprehensive medical coverage and a Health Savings Account (HSA).

##### Federal Employee Biweekly Premiums

Self	\$ 78.69
Self plus One	\$ 174.14
Family	\$ 182.85

These rates do not apply to all enrollees. If you are in a special enrollment category, please refer to the FEHB Program website or contact the agency or Tribal Employer that maintains your health benefits enrollment.

#### CONNECT WITH MHBP



Call **1-800-410-7778 (TTY: 711)** 24 hours a day, 7 days a week (except major holidays).

Or visit **MHBP.com** to schedule a one-on-one phone consultation, start a live chat, register to attend a webinar or learn more about MHBP plans.

## FACT SHEET

# Postal Service Health Benefits (PSHB)

### USPS EMPLOYEES

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for active employees:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 – December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an **active employee age 64 or older as of January 1, 2025**, you ARE NOT required to enroll in Medicare Part B to continue your PSHB health insurance coverage once you retire. However, upon your retirement and entitlement to Medicare Part A (typically at age 65), you will have the option to enroll in Medicare Part B during a special enrollment period.
  - If you are the primary subscriber, your covered family members will not be required to enroll in Medicare Part B to stay on your PSHB plan; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide better value for you and your family.
5. If you are an **active employee under the age of 64 as of January 1, 2025**, to continue your PSHB health insurance coverage in retirement, you WILL BE required to enroll in Medicare Part B after you retire and become entitled to Medicare Part A (typically at age 65).
  - If you are the primary PSHB enrollee, your covered family members will also be required to enroll in Medicare Part B when you retire, upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
  - If you **retire on or after January 1, 2025, and you are under 64**, you WILL BE required to enroll in Medicare Part B when you become entitled to Medicare Part A (typically at age 65) to remain enrolled in a PSHB plan. The Social Security Administration (SSA) will mail you a notice when you are eligible to enroll in Medicare Part B during your initial enrollment period. Your initial enrollment period starts three months prior to your 65th birthday and ends three months after your 65th birthday. If you are the primary PSHB subscriber, your covered family members will also be required to enroll in Medicare Part B upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
6. There are exceptions to the requirement to enroll in Medicare Part B as an annuitant. These exceptions will also apply to your covered family members. Annuitants may be responsible for providing proof of eligibility for the applicable exception(s) to the designated agency. These exceptions are:
  - You are residing outside of the United States and its territories. You are required to follow the policy and procedure set forth by the Postal Service to be eligible for this exception; or
  - You are enrolled in health care benefits provided by the Department of Veterans Affairs; or
  - You are eligible for health services provided by Indian Health Services.
7. As a general rule, spousal and family member PSHB coverage is based on the primary enrollee's eligibility. If the primary subscriber is required to enroll in Medicare Part B, dependent family members will also be required to enroll when they are eligible.

## Looking Ahead

Benefits can change over time. Employees are encouraged to review available plans each year and stay abreast of health insurance options.

Additional information will be communicated in the coming months. You can also visit or contact us via any of the following methods:

Online - <https://liteblue.usps.gov>



[www.OPM.gov](http://www.OPM.gov)

Email – [retirementbenefits@usps.gov](mailto:retirementbenefits@usps.gov)

Mail – 475 L'Enfant Plaza SW  
Suite 9670  
Washington, DC 20260

Fax – 202-268-3337

Accessibility – Federal Relay Service: 1-800-877-8339

You can also receive information and updates by signing up for our text messaging notifications by texting "PSHBP" to **39369**.

*It is not the intent of this document to amend or conflict with the provisions of 5 U.S.C. chapter 89, 5 C.F.R. part 890, or the collective bargaining agreements between the Postal Service and its labor unions, nor with provisions of the Employee and Labor Relations Manual (ELM). The specific benefits authorized for an employee covered by a collective bargaining agreement are determined by the terms of that agreement, or the ELM.*

## FACT SHEETS ABOUT THE POSTAL SERVICE HEALTH BENEFITS PROGRAM

USPS and OPM, in consultation with the four Postal Unions, have developed Fact Sheets to provide basic information regarding the Postal Service Health Benefits Program (PSHBP) that will begin January 1, 2025.

There are two Fact Sheets, one for USPS Active Employees and one for USPS Annuitants. These Fact Sheets are also available on LiteBlue and KeepingPosted.org. The Fact Sheets are an introduction to further education programs from USPS commencing in Fall 2023. NPMHU will continue to be a partner in helping our members understand the choices, requirements and actions needed to participate in PSHBP, as we prepare for the program to begin in 2025.

# LIUNA CELEBRATES 120 YEARS OF GROWTH AND TRANSITION



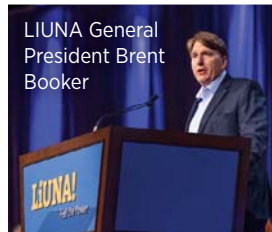
NPMHU President Paul Hogrogian addresses attendees at LIUNA conference



NPMHU Executive Board with retiring GST Armand Sabitoni and incoming GST Michael Sabitoni



LIUNA General Secretary-Treasurer Michael Sabitoni



LIUNA General President Brent Booker

**L**IUNA General President Terry O'Sullivan announced to the LIUNA General Executive Board (GEB) that he will retire from the office of General President, effective Sunday, April 30, 2023. General President O'Sullivan states he is pleased to report that the GEB voted unanimously to appoint LIUNA Vice President Brent Booker to become LIUNA's eleventh General President at that time. Brent is a third-generation Laborer's Laborer, the son of retired LIUNA General Secretary-Treasurer Carl E. Booker, and the grandson of Local Union 795 Business Manager Carl W. Booker. Brent served as LIUNA Director of Construction until 2012, when he assumed the post of General Secretary-Treasurer of the North America's Building Trades Unions (NABTU).

LIUNA General Secretary-Treasurer Armand E. Sabitoni also announced his retirement, also effective Sunday, April 30, 2023. The GEB voted unanimously to appoint LIUNA Vice President and Rhode Island Laborers' District Council Business Manager Michael F. Sabitoni to become our next General-Secretary Treasurer at that time. A third-generation

Laborer from a legendary LIUNA family, Michael was elected Vice President by the GEB last year, to fill the vacancy left by the retirement of LIUNA Vice President and Assistant New England Regional Manager Vincent Masino.

During the recent LIUNA conference Celebrating 120 Years of Growth, attendees heard from LIUNA's outgoing General President Terry O'Sullivan and General Secretary-Treasurer Armand E. Sabitoni and warmly welcomed incoming GP Brent Booker and GST Michael Sabitoni. LIUNA leaders gathered from across the United States and Canada to celebrate the union's anniversary and strategize on growth, LIUNA members are poised to seize on expanded opportunities building both U.S. and Canadian infrastructure.

LIUNA was founded in 1903 when 25 delegates from 23 independent laborers local unions representing more than 8,000 laborers gathered in Washington, DC to join together to improve their lives. Since LIUNA's founding, the union has become a powerhouse of workers across North America, a half-million strong, known as a skilled and

experienced workforce. Chartered as a construction union, LIUNA is also one of the most diverse and effective unions representing public employees, federal employees, and service contract workers. The National Postal Mail Handlers Union affiliated with LIUNA in 1968.

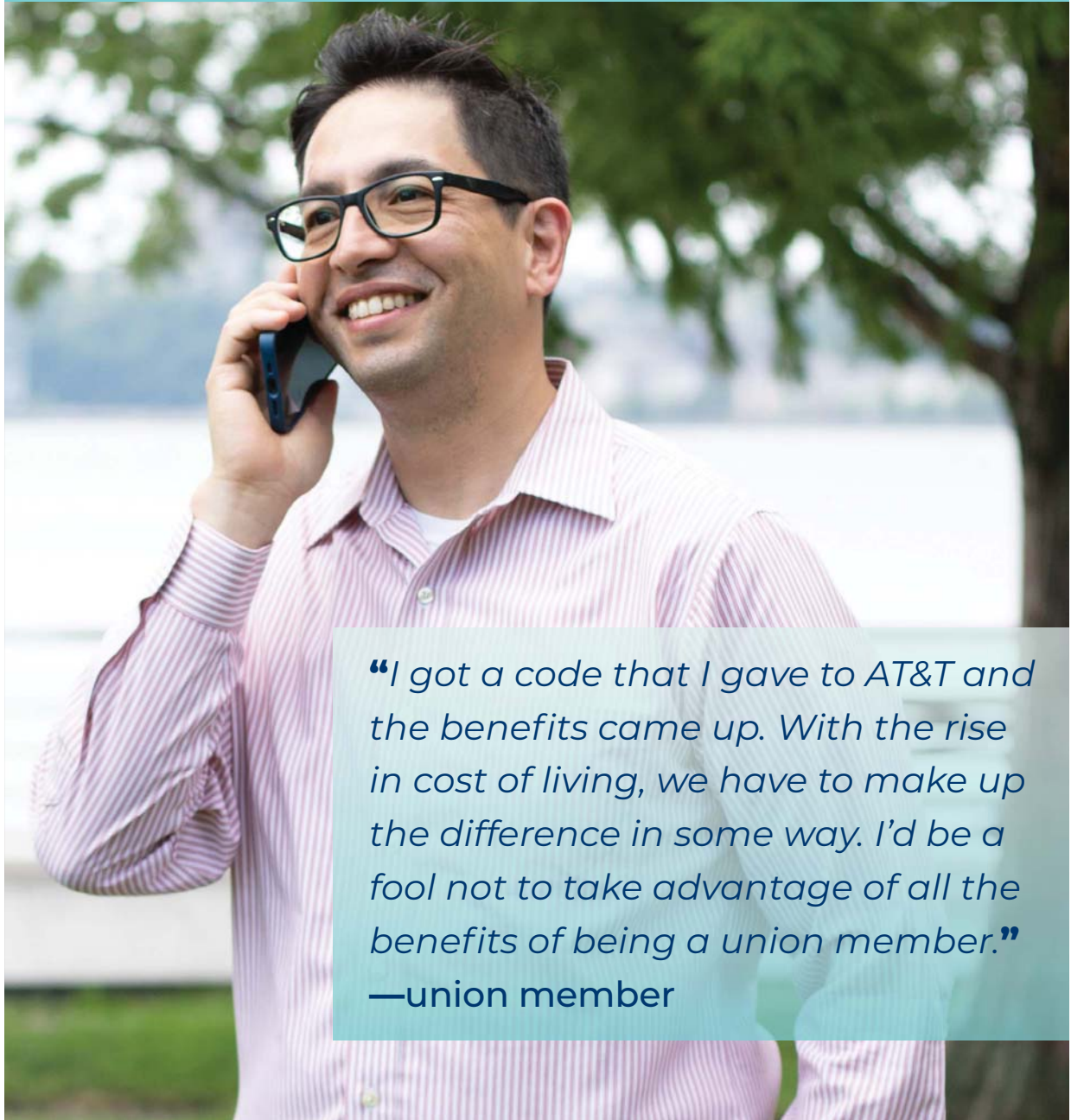
Over the decades, LIUNA members have also become known for their advocacy and political strength. LIUNA members are proud to support working-class champions who will fight together with us for good, family-supporting union jobs. Through our advocacy and political muscle, we have won massive jobs-creating investment that has the potential to transform our nation, build the labor movement, and create hundreds of thousands of good laborers jobs.

NPMHU President and LIUNA Vice President Paul Hogrogian was honored to address the assembly of growth and history. Brother Hogrogian spoke about the Mail Handlers history with LIUNA that dates back to 1968. "We are proud to be affiliated with LIUNA for 55 of these 120 years. Your battles have become our battles and our battles have become yours. You supported us on Postal Reform, and we support you on infrastructure, prevailing wages, and other issues of vital importance."



General President Terry O'Sullivan and General Secretary-Treasurer Armand E. Sabitoni receive standing ovation during LIUNA Celebration of Growth and Transition

# The Union Plus Wireless Program **WORKS FOR ME**



*“I got a code that I gave to AT&T and the benefits came up. With the rise in cost of living, we have to make up the difference in some way. I’d be a fool not to take advantage of all the benefits of being a union member.”*  
—union member



See more at  
[unionplus.org](https://unionplus.org)





# ACCOUNTABILITY

BY JOHN GIBSON, EASTERN REGION VICE PRESIDENT

**Y**ea, I know what you're probably thinking... accountability for who? Certainly not those in management. And you would be correct in most circumstances. The Postal Service, only in the rarest of occasions, hold its representatives accountable for their conduct. Sure, when they violate the collective bargaining agreement, we challenge those actions through Article 15 and quite often make the harmed whole. Success in vacating disciplinary actions that failed to meet the just cause standards of our Agreement can be and are regularly overturned through the arduous work of those trained and committed Union representatives. Challenged contractual violations can result in make-whole remedies by compensating those adversely affected mail handlers and returning them to the status quo ante. This is all good work on the part of your Local Union to be sure.

But what about the offending manager? How are the wayward and the wicked within the managerial ranks held to account for their misdeeds, especially those repeat offenders? You already know the answer. We have all experienced some version of this frustration as the employer screws up your pay, assigns the wrong craft to do our work, or denies mail handlers the work hours that rightfully belong to us. You know the consequences of that misguided and sometimes malicious behavior. That's right, there are usually no direct consequences suffered by the offending manager. I distinctly recall a now retired manager who devised a brilliant scheme to abolish every job with a principal assignment area in the installation and create bid duty assignments with multiple reporting areas. Obviously, a violation of the contract and a violation that resulted in an award of an out of schedule premium payout of over \$3 million. An avoidable violation of course, but sometimes they just can't help themselves. To add insult to injury, that manager was, not long after this boondoggle, promoted to district manager. There are plenty of examples of this kind of stuff in just about every local across all fifty states. And it is as frustrating as you can get.

However, given all of that, the violations that occur over and over again, the hundreds if not thousands of grievances on the same type of transgression filed by those dedicated representatives virtually every day, the frustration felt by Union reps and those they represent, we can and should take

it to another level. We can force the scores of malignant management mopes who, too often, spew the refrain "just grieve it", into a higher level of compliance. How do we wield that additional persuasion? There are two often-overlooked parts of the National Agreement that we can use to hold those managers accountable.

Enter the **Memorandum of Understanding: Intervention Initiative**. This underutilized initiative can and should raise the stakes for those managers who refuse to comply with the contract at the local level and states in part:

*The parties agree to establish at the National level an "Intervention Protocol" to facilitate resolution of contractually-based disputes at the local level which contribute to contentious labor-management relations. Interventions are intended to analyze the underlying causes of such ongoing contractual disputes and to reach resolution through cooperative efforts.*

*The parties agree that all efforts initiated under this agreement will be coordinated by the National parties and the respective local and/or Area/Regional management and union officials who are responsible for ensuring that such problems are properly resolved.*

*Either party at the local level may advance an individual request for intervention to their respective National representatives. An intervention will be initiated contingent upon mutual agreement between the National parties.*

Where you have recalcitrant managers who routinely violate the National Agreement, that manager is the "root cause" of those contractual disputes, and the Intervention Initiative can be an important and effective tool for stopping this problematic behavior.

Brothers and Sisters, repetitive contractual violations are certainly frustrating. However, the most pervasive and dangerous element in our workplace are assaults on mail handlers including physical and psychological threats that violate the Joint Statement on Violence and Behavior in the Workplace as well as other contractual provisions.

As we have previously discussed, and it is worth repeating here, **the Joint Statement on Violence and Behavior in the**





**Workplace** is an enforceable binding contractual agreement and states in part,

“We also affirm that every employee at all levels of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day’s work for a fair day’s pay, does not justify actions that are abusive or intolerant. “Making the numbers” is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.”

Remember, it is the employer’s responsibility to ensure a workplace free of intimidation, threats, or acts of violence. The Employee and Labor Relations Manual reads in part;

#### **665.24 Violent and/or Threatening Behavior**

*The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. In order to ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including removal from the Postal Service.*

In a recent NALC arbitration decision out of Memphis, Tennessee Arbitrator Soileau threw the book at four postal managers, including a district manager, removing them from their current managerial positions and holding that each of the four “may not, under any circumstance, supervise or manage any city letter carriers, either directly or indirectly.”

Arbitrator Soileau quoted from his interim award and wrote;

*“Harassment is unwelcome verbal or physical conduct, which is so severe or pervasive that it interferes*

*with or changes the conditions of one’s employment by creating a hostile, intimidating, or abusive working environment. All managers and supervisors are responsible for preventing harassment and inappropriate behavior that could lead to illegal harassment, and must respond promptly when they learn of any such conduct. Any manager or supervisor who receives a complaint must see that a prompt and thorough investigation is conducted. Investigations of all forms of harassment must be done in accordance with the “Initial Management Inquiry Process (IMIP). When harassment or inappropriate conduct is found, managers must take prompt and effective corrective action. In addition, bargaining unit employees may seek relief through the relevant grievance-arbitration procedures”*

The employer’s very own *Publication 45 A Violence-Free Workplace* reads in part;

*“Zero tolerance means that every act or threat of violence, regardless of the initiator, elicits an immediate and firm response. The response could result in corrective action, up to and including, removal of the offender from employment with the Postal Service. The concept of zero tolerance is based on the belief that no employee should have to work in an atmosphere of fear and intimidation. Every threat and every act of inappropriate behavior must be addressed.*

By relying upon the Joint Statement, there is an opportunity for both member and steward to partner in a collaborative effort to improve working conditions for mail handlers within the Postal Service.

We can’t change the behavior of some of those managers who just don’t get it when we let them get away with it. Demand compliance with the collective bargaining agreement, convince your local management counterparts that it is cost-effective and in the best interests of all involved to **comply with the contract!** Brothers and Sisters, together we **can** hold these managers accountable for their misconduct.



## TRANSITION, TRANSITION, TRANSITION

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

**W**e are currently experiencing transition in numerous ways. We are adapting to new contractual provisions. We are facing the possible combination of several facilities that could result in the need for our craft to transition to other facilities. Machinery is being replaced by new, supposedly more efficient ones. Locals have held elections resulting in new officers transitioning into various positions. Our National Office is also transitioning with a new National Secretary-Treasurer. Transition, transition, transition.

**Transition is defined as the process or a period of changing from one state or condition to another.** As we know, change is not comfortable for most people, but it is something that we have to adapt to. It is vital that we revamp our thinking and start preparing ourselves for the changes that

subject, go to the DOL website, [www.dol.gov/agencies/whd/flsa](http://www.dol.gov/agencies/whd/flsa). You will find several fact sheets that will help you understand what must be provided for lactating mothers at work. You may want to know if the USPS provides lactation stations in your facility.

Another important issue is restroom accommodations for **gender transitioning** employees. Everyone has an opinion on this important issue, but the prevailing factor here is the law. The major federal laws that apply are **Title VII of the Civil Rights Act of 1964 and the Occupational Safety and Health Act of 1970, which was made applicable to the United States Postal Service on September 28, 1998.** It is important to note that the Equal Employment Opportunity Commission (EEOC) has found that the protections against discrimination based on sex extend to individuals who have been discriminated

## As a Union that is committed to protecting the rights of ALL of our craft, we are tasked with enforcing the rights of ALL employees.

will soon occur. The National Women Committee members are trying to find solutions for employees who are dealing with issues that are new to our Union: lactation rooms for nursing Moms and restroom accommodations for transitioning employees. These are issues that must be addressed by the Union and USPS management and cannot be swept under the rug or ignored.

Many of our coworkers have infants or are expecting them soon. When they return to work after birth, they need a clean and private area for lactation. Under the Fair Labor Standards Acts (FLSA), most nursing employees have the right to reasonable break time and a place, other than a bathroom, to pump breast milk while at work. These protections for nursing employees were extended as a result of the December 29, 2022 passage of the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act). The PUMP Act ensures that the right to reasonable break time and a private space are available for up to one year after the child's birth. For additional information on this important

against based on their gender identity, their sexual orientation, and their transgender status. These laws provide a full range of protection against disparate treatment and hostile work environment. **USPS Management Instruction EL-670-2019-1** provides specific explanations of the implementation of Title VII in the USPS workplace and their commitment to supporting employees in gender transition.

As a Union that is committed to protecting the rights of ALL of our craft, we are tasked with enforcing the rights of ALL employees. Our personal feelings or opinions cannot infringe upon the rights of our Brothers and Sisters. It is our responsibility to make sure that, when there is harassment and discrimination occurring in the workplace, we speak up and take the necessary measures. We cannot allow these violations to occur under our watch.

Meet with management and make sure they know what their responsibilities are. No matter how uncomfortable this issue may be for you. Change is ahead, so get ready. Transition, transition, transition.



Local 300 Vice President, President (E) Yvette Johnson, National President Paul Hogrogian, Local 300 President, National Secretary-Treasurer (E) Kevin Tabarus, Morgan P&DC Branch President Irene Delgado, LiUNA General President Brent Booker and LiUNA Staff.



LiUNA General President Brent Booker, National President Paul Hogrogian, Local 300 President, National Secretary-Treasurer (E) Kevin Tabarus, Morgan P&DC Branch President Irene Delgado and Local 300 Vice President, President (E) Yvette Johnson.

## LIUNA GENERAL PRESIDENT BRENT BOOKER ADDRESSES NPMHU LEGISLATIVE CONFERENCE AND VISITS MORGAN P&DC

**O**n May 1, 2023 Brent Booker, a third-generation laborer became General President of the half-million member Laborers' International Union of North America. On May 3, 2023 General President Booker addressed the 2023 NPMHU Legislative Conference. In his remarks General President Booker reiterated General

President Emeritus Terry O'Sullivan commitment to stand with the NPMHU, our fights are their fights!

General President Booker commitment to the NPMHU was reinforced when he visited the Morgan P&DC in New York City with National President Hogrogian and Local 300 President, National Secretary-Treasurer (E) Kevin Tabarus.

# MAIL HANDLERS

## ACROSS THE COUNTRY



### LOCAL 334

(A) Local 334 held their Installation of Officers Ceremony Pictured (l-r) National President Paul Hogrogian, Local 334 Vice President John DelGrosso, Vice President Eastern Region and Local 308 President John Gibson, National Secretary-Treasurer Michael

Hora, 334 LP Candidate Kent Holiday, Branch President Charleston Lisa Taylor, Local 334 Recording Secretary Ray McDowell, Branch President Columbia Ottavia Sas, Branch President Greenville and Local 334 SEBM Michael Howell, 334 LP Candidate Sheldon

Adams, Local 334 Treasurer Alexander Adams. (B) Vice President Eastern Region and Local 308 President John Gibson, National Secretary-Treasurer Michael Hora, Local 334 Steward Anthony Shell and National President Paul Hogrogian.



### LOCAL 315

Local 315 held their installation of Officers ceremony. In attendance to swear in the new officers was National Secretary-Treasurer Michael Hora and Vice President Western Region Don Sneesby. Pictured (l-r) National Secretary-Treasurer Michael Hora, Local 315 SEBM Margaret Green, Local 315 Vice President BP Eugene Shannon Lewis, Local 315 Recording Secretary Andre'ya Hudson, Local 315 President Bryan Easley, Vice President Western Region Don Sneesby, Branch President Portland Don Beaton and Local 315 Treasurer Raul Lawrence.

### LOCAL 322

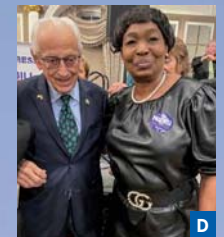
Local 322 held a Defenses to Discipline Training. National Trainer and Eastern Region Vice President John Gibson as well as National Trainer and Southern Region Vice President Lawrence Sapp were both on hand to direct the training. Pictured (from the back): Shon Crosby, George Sebak, Jason Bankston, Ryan Pigmon, John Rieg, William Best, Josh Schneider, Charles LeViege, Larry Harrison, Kam Collins, Lakisha Parks, Ricky Wiseman, Deb Stophel, Jen Galuschik, John Gibson, Derek Bisignano, Lawrence Sapp, Jerome Short, Jaylen West, Donna Truschel (Auggie), Linda DeHaven, Kelly Dickey, Darlene Kaleugher.





## LOCAL 308

Local 308 representatives gather for an Article 12 and New Contract Seminar, National Trainer, Vice President Eastern Region and Local 308 President John Gibson lead the discussion on the subject.



## LOCAL 300 HAPPENINGS

**(A)** Local 300 continues to invest heavily in training, pictured with the LMOU training group are Local 300 President Kevin Tabarus and National Trainer and Vice President Eastern Region John Gibson. **(B & C)** Local President Kevin Tabarus attended a function with Congressman Donald Norcross (D-NJ-1) and Congressman Josh Gottheimer (D-NJ-5). **(D)** Local 300 Vice President Yvette Johnson attended a function with Congressman Bill Pascrell (D-NJ-9)

# MAIL HANDLERS ACROSS THE COUNTRY

## COMMITTEE ON THE FUTURE

First created by the National Executive Board in 1996, the Committee on the Future meets to engage in long-range planning and strategic thinking for the NPMHU. The Committee recently held their annual meeting (l-r Front Row) Nina Gallareusi Director MHBP, Vice President Central Region June Harris, Local 322 President Kelly Dickey, Local 329 President JR Macon, Legislative and Political Director Katie Maddocks, Vice President Northeast Region David Wilkin, Vice President Eastern Region John Gibson, National President Paul Hogrogian, Local 301 President Dan St. Marie. (l-r Back Row) National Secretary-Treasurer Michael Hora, Vice President Southern Region Lawrence Sapp, Local 317 President James Morris, Vice President Western Region Don Sneesby, Local 302 President Anthony Coleman, Local 323 President Jeff Larsen, CAD Manager Teresa Harmon, Local 300 President Kevin Tabarus, Local 318 President Nick Mosezar.



## LOCAL 310

Local 310 held a gathering after swearing in their newly elected officers. National President Paul Hogrogian was on hand to swear in Local President Lisa Greer and her Local Board. In attendance at the swearing in, Pictured (l-r) Former Southern Region Vice President Bruce Z. Miller, Local 310 Treasurer Reginald Chambers, Local 310 Vice President Charles Franklin, Local 310 President Lisa D. Greer, National President Paul Hogrogian, N. Branch BP/Local 310 Recording Secretary Chawanda Parson, Local 310 State Board Member Quinntella Smith, Southern Region Vice President Lawrence Sapp, Atlanta P&DC/ Peachtree P&DC BP Marvin Parker, Atlanta NDC BP Carlus Biggers, BP Macon GA Tommy Simmons, Eastern Region Director Andy Badilishamwalimu.

## LOCAL 297

Local 297 recently held its Installation of Officers Ceremony. On hand to perform the Oath of Office was National Secretary-Treasurer Michael Hora. Pictured (l-r) National Secretary-Treasurer Michael Hora, Branch President Kansas City, MO P&DC Rodney Washington, Local 297 Recording Secretary Kristin Moyer, Local 297 Treasurer Pamela Grant, Local 297 President Chris Bentley, Local 297 Vice President and Branch President Kansas City, KS NDC Bridget Williams, Local 297 Missouri SEBM Donna Maxwell, Branch President Springfield Missouri P&DC Kevin Strevel, Kansas State SEBM Zach Miller, and Branch President Wichita Kansas P&DC Jeff Nix.





### LOCAL 311 HAPPENINGS

Local 311 has been busy, first Local 311 held a Swearing in Ceremony with National President Paul Hogrogian and Vice President Southern Region Lawrence Sapp on hand. Next Local 311 President Charles Charleston held a well-attended Article 12 and 2022-2025 Contract Review training with over 30 members in attendance. Providing the training were National Trainer and Vice President Eastern Region John Gibson and National Trainer and Vice President Southern Region Lawrence Sapp.



### LOCAL 313

Local 313 President Maurice Torres along with his Local Council and Stewards held several trainings. The various trainings covered a number of topics such as: Article 12, OWCP and Article 14 Safety and Training. In attendance was National President Paul Hogrogian, Vice President Northeast Region David Wilkin, National Trainer and Vice President Eastern Region John Gibson, and National Trainer and Vice President Southern Region Lawrence Sapp.



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- Allowance for prescription frames or contact lenses

\* Please refer to the chart on [MHBP.com/dental-plan/](https://mhbp.com/dental-plan/) so you can review how the basic services are better the longer you are in the plan. MHBP Dental and Vision Plans are available to U.S. residents only. Dental and vision benefits are underwritten by First Health Life & Insurance Company. These benefits are neither offered nor guaranteed under contract with the FEHBP or FEDVIP, but are available to federal employees, retirees, and select members of the military and their covered family members as a voluntary offering. You cannot file a FEHBP disputed claim about them. You do not have to be enrolled in an MHBP medical plan to enroll in the MHBP Dental or Vision Plans. A single annual \$52 MHBP associate membership fee makes all MHBP plans available to you. Before making a final decision, please read the official 2023 Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the official 2023 Plan Brochure. For more information about MHBP plans, please refer to [MHBP.com](https://mhbp.com)  
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