

THE MAIL HANDLER

SUMMER 2021

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

BIDEN ADMINISTRATION

CONTINUES TO PRAISE UNIONS



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BARGAINING PROPOSALS**

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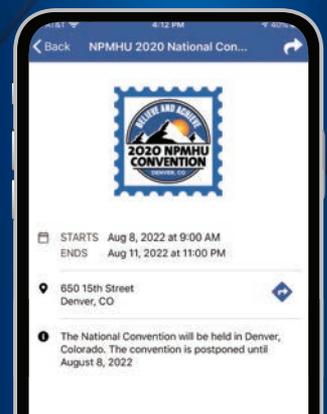
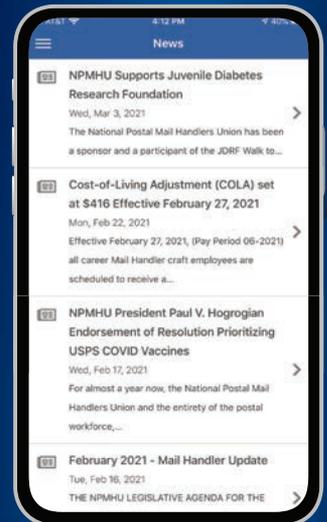
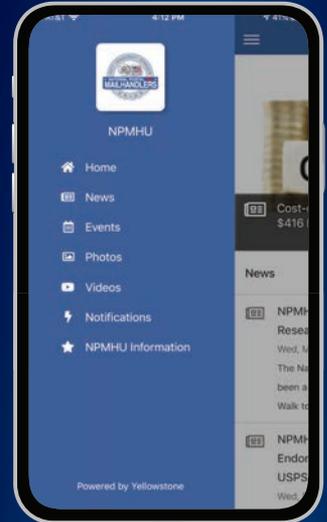
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THE MAIL HANDLER

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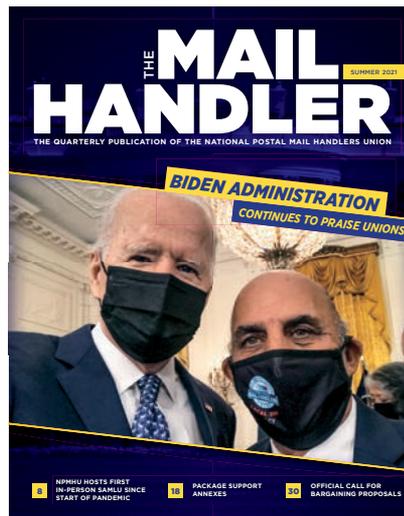
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**ON THE COVER:**

National Postal Mail Handlers Union President Paul V. Hogrogian and other union presidents and leaders met with President Joseph R. Biden, Secretary of Labor and LiUNA member Marty Walsh, and AFL-CIO President Liz Shuler, on Wednesday, September 8, in honor of Labor Day.

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

PMG DEJOY RELEASES THE USPS TEN YEAR PLAN

Paul V. Hogrogian, National President



Dear Members: The NPMHU was notified on February 20, 2020 of the Postal Service's intent to implement a Surface Transportation Center (STC) Redesign across the STC Network. The stated purpose of the redesign was to "improve and enhance the surface network that moves America's mail." The Postal Service claimed that "[t]his initiative is intended to reduce costs while at the same time driving service improvements." What the Postal Service did not tell us in this notification was their intention to subcontract the entire STC network. While the NPMHU is fully supportive of improving the STC network, we firmly believe that the work should be done by postal workers, not by some low-wage, non-Union workforce.

The STC network includes 13 sites around the country. At the time of the February 2020 notification 6 of the 13 sites (Indianapolis, Memphis, Dallas, Salt Lake City, Chicago, and Kansas City) were already subcontracted. The Kansas City (August 2019) and Chicago (December 2019) sites had just recently begun the subcontracting process. The NPMHU received assurances from senior postal officials that they had no intention of subcontracting out any of the 7 remaining STCs "at this time."

"At this time" did not last too long, as the NPMHU received notice dated August 26, 2020 informing us of the USPS' intention of subcontracting the STC operations in the Orlando, Florida area. Again, we were assured that there were no further plans to subcontract out any of the remaining STCs. This time we knew they were lying as their lips were moving.

Our suspicions were confirmed when, on March 10, 2021, the Postal Service notified the NPMHU of its intention to subcontract the STC operations at the Cap Metro (Washington, DC) and Atlanta sites. It should be noted that the subcontractor selected for these 2 sites is XPO, a company in which PMG DeJoy stills holds significant financial interests.

Finally, on July 9, 2021, the Postal Service notified the NPMHU of its intention to subcontract out the remaining 4 STCs (New Jersey, Springfield, MA, Southern CA and Northern CA).

The Postal Service's decision to subcontract out the STC Network has/will result in the loss of hundreds of career Mail Handler positions.

The Postal Service has exhibited bad faith bargaining throughout the process. We were given repeated assurances that there would be no further subcontracting. The Postmaster General gave us assurances that subcontracting would not be part of his 10-year plan. Yet, the plan to redesign the STC Network says otherwise. One of the key parts of the 10-year plan is to move more mail by trucks and less mail by planes. This gives the STCs a very prominent role in the plan. Apparently subcontracting is a very big part of the plan.

During the past 2 negotiations (2016 and 2019), the parties agreed to an MOU in which the parties committed to returning work from the STCs to the Mail Handler craft. Not only did the USPS not abide by the intent of this MOU, but the agency acted completely in the opposite direction and subcontracted out the remaining STCs. This is an insult to every Mail Handler who has worked at these STCs and who had courageously reported to work everyday under extraordinary circumstances during a pandemic. The NPMHU has filed National level grievances on each of the subcontracted sites and will continue to oppose this ill-conceived plan to subcontract our work.

The Postal Service notified the NPMHU on April 27, 2021 regarding its planned implementation of secondary mail moves for 18 mail processing facilities. These 18 sites previously had AMP studies conducted and most of the mail has already been moved in 2015 or before as part of Phase II of the USPS Network Consolidation Program. Twenty-four facilities underwent partial consolidations in 2015. The Postal Service notified the NPMHU that four of the facilities will have no further action taken at this time and two other facilities were "tabled" and will be reevaluated for possible future action.

The secondary mail moves that are planned include destinating flats or letters, and in some facilities, both. Of those 18 facilities, there are 10 where mail handlers are currently working. These installations are not proposed to be closed entirely, as parcel processing and/or cross dock operations are slated to remain. The exact number of Mail Handlers to be impacted is now becoming known as Impact Statements and

Mail Handlers and postal workers from around the country continue to courageously perform essential federal service under the extraordinary circumstances created by the COVID-19 pandemic.

supporting documentation are being issued. Several of these sites have decided not to excess any Mail Handlers out of the installations. Final implementation is planned to include a November 6, 2021 move date, but the date is subject to change.

The Postal Service also notified the Union of its plans to refresh AMP feasibility studies for 31 of the remaining 38 candidate sites from Phase II of the USPS Network Consolidation Program. The AMP studies for these 38 facilities were placed on hold in 2015. The Postal Service has also decided to “table” the AMP studies for 12 of these sites. The Postal Service has now decided to refresh AMP studies in 19 of the original sites. Of the 19, the Postal Service believes that the studies will support full consolidations in 12 of the sites and in another 7 sites the Postal Service believes the studies will support “mail moves,” but not complete consolidations.

As with the 18 sites previously discussed, these installations are not proposed to be closed entirely, as parcel processing and/or cross dock operations will remain. There is no firm move date as the parties continue to discuss tabling more sites.

The NPMHU will continue to challenge unnecessary consolidations to minimize any negative impact on mail handlers.

* * *

The NPMHU and the Postal Service signed a series of Memoranda of Understanding which resulted in the conversions of thousands of MHAs to Full-Time Career status. The MOUs also created thousands of Mail Handler positions and significantly increased the Mail Handler bargaining unit.

The MOU dated December 23, 2020 converted 5,291 MHAs to career status in 183 installations. The Postal Service also has committed to creating 5,291 Mail Handler positions in the listed installations. On March 22, 2021, a second MOU was finalized converting an additional 885 MHAs in 43 facilities by May 22, 2021 and creating an additional 885 Mail Handler positions in those facilities. The most recent MOU dated June 21, 2021 was the largest of the three MOUs. Through this MOU, 6,596 MHAs were converted in 245 facilities and thousands of additional Mail Handler positions were created. As a result of these MOUs, a total of 12,772 MHAs were converted to Full-Time Career status over a 7-month period. This is certainly a life changing event for 12,772 converted Mail Handlers who achieved the stability of a career appointment. The

negotiation of these MOUs represents a major accomplishment in increasing the Mail Handler complement.

* * *

The COVID-19 pandemic continues to have an impact on the Postal Service and all postal employees. Mail Handlers and postal workers from around the country continue to courageously perform essential federal service under the extraordinary circumstances created by the COVID-19 pandemic.

Reports released in May and June showed a significant decrease in the COVID numbers since December of 2020, when there were 8,057 who tested positive and 2,067 employees who were presumptive positive for a total of 10,124 infected postal employees. The dramatic decrease in COVID numbers in conjunction with new CDC guidance prompted the Postal Service to modify its mask policy to basically allow vaccinated employees not to wear a mask except where required by federal, state or local laws, rules or regulations. The timing of the new policy was less than ideal. COVID numbers are currently spiking because of the Delta variant. Recent reports reflect that there are over 4,000 postal employees who are infected with another approximately 1,700 in quarantine. On August 27, 2021, the USPS once again modified its mask policy reverting back to the previous policy which requires the wearing of masks when social distancing cannot be maintained.

Although a vaccine is now easily available, the COVID crisis is far from over. We must continue to follow the protocols put in place. If you have not already done so, please get the vaccine at your earliest opportunity. The sooner everybody is vaccinated, the sooner we can get back to a sense of normalcy.

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

MAIL HANDLERS PREPARE FOR HOLIDAY MAILING SEASON

Michael J. Hora, National Secretary-Treasurer



The Postal Service is preparing for the upcoming peak mailing season by hiring at least 100,000 employees, 16,000 of whom are expected to be Mail Handler Assistants (MHAs). Last year, the Postal Service was caught off guard by vast increases in parcel volume, an insufficient workforce, and a network that included transportation and processing capacity limitations. The coronavirus pandemic dramatically changed the way consumers shop and Postmaster General DeJoy believes this is an opportunity to expand USPS services. But if we are going to compete with FedEx, UPS, and Amazon, changes must be made. The NPMHU is supportive of many of the changes proposed by PMG DeJoy, but we will continue to oppose unnecessary closures and consolidations, while championing efforts that minimize the negative impact on mail handlers.

The USPS is making modifications to the processing and distribution network that will greatly improve parcel capacity. This also means that some letter and flat processing will be consolidated, relocated, or in some cases eliminated. In addition to the network redesign, the USPS will establish forty-six Package Support Annexes (PSA). We are told that the PSAs will be operational for up to two years while other network modifications occur. Most PSAs will be located in proximity to existing NDCs. This topic is covered in greater detail throughout the magazine, including President Hogrogian's report, CAD Manager Teresa Harmon's article, and in the SAMLU article.

Additional network infrastructure will help with the forthcoming holiday surge, but this problem also requires adequate staffing. Managing the holiday peak cannot be solved solely with extra buildings, docks, sorting equipment, and trucks; someone must actually DO the work. The NPMHU is working with the USPS to improve employee complement as shown by the 12,370 MHA conversions to Fulltime Regular (FTR) this year, to date. We continue to push for additional staffing. The constant employee turnover is not helpful to the USPS or the

mail handler craft. We continue to argue for additional conversions to FTR, demonstrating the commitment to a career workforce and a path to financial stability for the company and its employees.

Unfortunately, the USPS is embracing virtual new-hire orientations again in 2021. Therefore, the NPMHU will not have the opportunity to meet with these new employees in person at their initial orientation. The USPS has stated that all 100,000 new hires will occur by way of a virtual orientation. We will continue to participate in the virtual sessions without prejudice to our position and pending an ongoing National dispute. Please take the time to welcome our new MHAs as they enter the workforce in the coming months. Befriend them, show them around, and encourage them to enroll into the NPMHU; we need their membership.

For those MHAs that were recently converted to fulltime regular, and for those that will convert to career in the future, please remember that newly converted mail handlers have 60 days from the effective date of their career appointment to enroll in the Federal Employee Health Benefit (FEHB) program. If you do not make an election by that time, you are considered to have declined coverage, and you must wait until the next Open Season to enroll. Qualifying Life Events may permit additional opportunities to make a change outside of Open Season. To help with your selection, Mail Handler Benefit Plan representatives are hosting informational webinars that provide an overview and discuss the features of the union sponsored health plan (MHBP®). Each webinar will run about 30 minutes and will include time for live questions and answers. Newly converted FTRs are encouraged to visit www.npmhu.org and www.mhbp.com for additional details. The MHBP® webinars will also have value to all mail handlers during the upcoming FEHB open season.

The impact of the coronavirus and pandemic-related guidelines will certainly result in a reduced number of FEHB Health Fairs. OPM recently issued a Benefits Administration Letter

Additional network infrastructure will help with the forthcoming holiday surge, but this problem also requires adequate staffing.

that read in part, "Consider other ways to provide information to employees such as virtual events, webcasts, or webinars. Many health plans host virtual events to provide information about Open Season to their enrollees and others." Federal employees may again be forced to acquire benefits information through less traditional methods. Mail handlers are encouraged to take advantage of the MHBHP webinars.

The coming months provide an opportunity for all mail handlers to make certain changes during the upcoming open season. The 2022 FEHB Open Season runs from Monday, November 8th through December 13th, 2021. First, the Federal Health Benefits Open Season provides an opportunity for career mail handlers to make any necessary changes to their health insurance coverage through the Federal Employees Health Benefits Program (FEHBP). During this open season, employees may make any one, or a combination, of the following changes to their health insurance: change plans; enroll if not enrolled; cancel enrollment; or select and change to one of the coverage options (that is, Self only, Self and Family, or Self Plus One). All of these open season adjustments may be made using PostalEASE, which can be accessed online at <https://liteblue.usps.gov> or by calling 1-877-477-3273, option 1. For most benefits programs, as already noted Open Season begins on November 8th and ends on December 13th, 2021.

The USPS has made Consumers' Checkbook® Guide to Health Plans available to all postal employees and retirees at no charge.

You may access the Consumers' Checkbook FEHB Plan comparison tool through LiteBlue and at the LiteBlue Open Season page.

The USPS has made Consumers' Checkbook® Guide to Health Plans available to all postal employees and retirees at no charge. You may access the Consumers' Checkbook FEHB Plan comparison tool through LiteBlue and at the LiteBlue Open Season page.

Mail Handler Assistants are also eligible for health insurance; initial coverage is available under the USPS Non-Career

Health Benefits Plan. Coverage is subsidized by the Postal Service through an employer contribution of \$125 per pay period. Rates for the 2022 plan year will be shared widely and posted on Liteblue in the coming weeks.

An MHA reappointed to a second 360-day term is alternatively eligible for some coverage under the Federal Employees Health Benefits Program, including immediate enrollment into the MHBHP® Consumer Option and Value Plan with contributions towards premiums to be made by the Postal Service. Conversion to FTR career mail handler triggers eligibility for all MHBHP Plans (Standard Option, Consumer Option and Value Plan) with full contractual matching contributions. The 2022 rates for all categories will be released by the Office of Personnel Management (OPM) and shared in the coming weeks.

Second, Flexible Spending Accounts allow employees to set aside a portion of their pre-tax earnings for certain types of out-of-pocket health care expenses and dependent care expenses that may be incurred during the next year. FSAs are an excellent opportunity for mail handlers to save money for health care and dependent care, and all members are urged to investigate this program if you expect to have eligible expenses in these areas.

The National Postal Mail Handlers Union will distribute additional details about Open Season opportunities in the coming months to include an update on Flexible Spending Account (FSA) regulations and new carryover limitations, and Annual Leave Exchange Options and opportunities.

Finally, I want to call your attention to national contract negotiations scheduled for 2022. We are currently preparing for national bargaining and need your input. On page 30 of this publication, you will find President Hogrogian's Official Call for Bargaining Proposals. At one time or another, every mail handler has thought of something that belongs in the contract but is not. Maybe you have a recommendation to change or improve language. Now is the time to act; if you have any proposals that you would like to have considered for the upcoming round of bargaining, please use the form on page 31 to submit your proposal to the National Office. Every proposal submitted will be fully analyzed by the NPMHU's Field Negotiating Committee and the National Negotiations Team while the Union develops its opening bargaining proposals. You can also download a blank form on the national website at npmhu.org if that is more convenient.

In Unity,



Michael J. Hora
National Secretary-Treasurer



SAMLU REPORT

LAS VEGAS, NV

For the first time in 23 months, officers and representatives from nearly every Local Union gathered in Las Vegas, NV for the first in-person Semi-Annual Meeting of the Local Unions (SAMLU) since the start of the pandemic. The NPMHU evoked appropriate Coronavirus precautions. The meeting arrangements were spacious, and everyone complied with official health guidance.

On Monday, August 2, 2021, the meeting convened with National President Paul Hogrogian's introduction of the National Executive Board and NPMHU staff with a special recognition of Neil Ryan, National CAD Representative and Assistant to the National Officers, and Patrick Donovan, Northeastern Regional Director, both of whom were attending their first SAMLU as NPMHU national representatives. During his welcoming remarks, President Hogrogian expressed his gratitude to every Local President for their work and dedication during the pandemic; he also recognized the work of the National staff.



National President Paul Hogrogian welcomes attendees to Las Vegas



Michael Hora, National Secretary-Treasurer



Local 300
President
Kevin Tabarus



Local 298
President
Aubrey Foster



Local 297
President
Chris Bentley



President Hogrogian offers remarks about his newly retired assistant and National CAD representative Bobby Blum



Retired Legislative and Political Director, Bob Losi graciously acknowledges retirement accolades from National President Paul Hogrogian (right) and NST Michael Hora (left)



Local 299 President
Deanna (Keala) Parker



Local 301 Vice President
Sean Sweeney



Local 301 Treasurer
Shawn Holt



Local 303
President Eddie
Cowan welcoming
SAMLU attendees
to Las Vegas, NV



Local 301 President
Dan St. Marie

President Hogrogian introduced eight newly installed Local Presidents, including Dave Wilkin (Local 309), Troy Davis (Local 312), James (JC) Morris (Local 317), Kelly Dickey (Local 322), Dan Riemann (Local 324), Monica Marshall (Local 333), John (JR) Macon (Local 329), and David Wisneski (Local 331). Brother Hogrogian also congratulated other recently elected and re-elected Local Union officers who were in attendance. NPMHU Local 303 President Eddie Cowan then delivered welcoming remarks to attendees and guests.

President Hogrogian then shifted focus to honor five recently retired members of the NPMHU National Staff, including National CAD Representatives Kevin Fletcher and Bobby Blum, Comptroller Mitzi Montemore, Manager of Membership Services Deb Meyers, and Legislative and Political Director Bob Losi. Brothers Bobby Blum and Bob Losi attended in person. Both were presented with NPMHU Gold Membership cards and an assortment of farewell gifts. President Hogrogian spoke warmly about his extensive history and friendship with Brothers Blum and Losi. Both Blum and Losi addressed attendees expressing sincere gratitude for their time with the National Postal Mail Handlers Union. Attendees showered both retirees with a heartfelt ovation of applause.

Following these opening activities, President Hogrogian provided a report to the assembly. As is customary, the National President's report was a comprehensive account of the activities of the National Union since the previous meeting of the Local Presidents. President Hogrogian addressed a wide array of topics, beginning with the USPS financial situation.

The financial information provided by USPS for the second quarter of FY 2021 reflects that the Postal Service had a net loss of \$1.7 billion for the quarter and a net operational loss of \$691 million for the same period. The USPS reported that total mail volume was down 9.8% compared to the same quarter of last fiscal year. First-class mail was down 7.9%, continuing

the trend. First-class mail volume has declined each year for the last 15 years and is projected to continue to decline during FY 2021 and beyond. Marketing mail also showed a decrease during the quarter of 13.5%. There is no expectation that this lost mail volume will return.

There is a brighter picture on the parcel side of business. Package volume has increased by 25.3% when comparing the same quarter of last fiscal year. These volume increases are attributed to the COVID pandemic and changes in consumer shopping practices. Postmaster General DeJoy has expressed newfound optimism that the USPS can retain much of this increased parcel volume and even grow the business throughout the fiscal year and beyond.

The USPS still projects overall mail volumes to continue to decline, projecting a \$9.7 billion deficit for FY 2021, the possibility of annual losses of over \$10 billion over the

coming years, and projected losses of over \$160 billion over the next 10 years.

President Hogrogian spoke about the make-up of the USPS Board of Governors. Currently there are 9 Postal Governors in addition to the PMG and Deputy Postmaster General (DPMG). The DPMG position was recently filled by Doug Tulino, former USPS Vice President of Labor Relations. This appointment brings someone to the BOG with national collective bargaining knowledge within the USPS.

The sitting Governors that are carryover appointees from the Trump administration include Robert Duncan (the former chair of the Republican National Committee), Ron Bloom (chairman), Roman Martinez, John Barger, William Zollars (former chairman of Yellow Worldwide Freight) and Lee Moak, (former president of the Air Line Pilots Association). President Biden has appointed Ron Stroman (former DPMG), Anton Hajjar (former counsel to APWU), and Amber McReynolds (CEO - National Vote at Home Institute). BOG Chairman Ron Bloom is in his carry-over year and would require a renomination to hold the seat beyond December 2021. President Hogrogian spoke about the favorable swing and makeup of the BOG, recognizing the collective efforts of all postal unions.

Hogrogian shifted focus to the Postmaster General and the Postal Service's Ten-Year Plan. DeJoy's influence on ground transport capacity, efficiencies, and scheduling may be a result of his experience and ownership of his trucking company XPO Logistics. But many new policies have been recklessly implemented causing increased delays in the processing and delivery network, particularly during the peak mailing season of 2020. Under pressure from Congress, postal unions, and the public at large, PMG DeJoy has committed to maintaining 6-day delivery and universal service, while supporting postal reform legislation. He has initiated a reorganization of the USPS management structure and commits to stabilizing the workforce while reducing overtime.



John Gibson, Eastern Region Vice President



Dave Wilkin, Northeastern Region Vice President



Bruce Lerner, General Counsel



Nina Gallaresi, Executive Director MHBP®



Aetna Relationship Manager Brad Corban



Local 308 SEBM George Gohr



Local 305 SEBM Richard Mason



Local 316 SEBM Steven Kim



(l-r) National President Paul Hogrogian, Local 313 President Irene Sanchez, and National Secretary Treasurer Michael Hora



Local 300 Vice President M. Yvette Johnson



Local 309 Treasurer Joyce Miskell



Local 306 Vice President Gregory Newsome



Local 311 Vice President Byron Bennett



Local 328 Vice President David Reed



Local 321 Vice President Michael Ruiz



Don Sneesby, Western Region Vice President



June Harris, Central Region Vice President

The Ten-Year Plan, which sets forth a series of strategies by which USPS management hopes to improve service and ensure financial stability, is not dead-on arrival. Rather, “[t]he success of the 10-Year Plan is dependent on the details and its good-faith implementation,” said Hogrogian. Some of the major points of the 10-year plan include: (1) a commitment to 6/7 day delivery; (2) new delivery vehicles; (3) planning for package growth; (4) establishing 46 package support annexes; (5) stabilizing the non-career workforce; (6) consolidating mail processing operations in select installations; (7) post plan-retail improvements; (8) service standard modifications that include new 4 & 5-day delivery standards; (9) postal reform; (10) repurposing the NDCs into parcel only installations called Regional Distribution Centers (RDCs); and (11) retaining existing employee benefits.

At this early point, the NPMHU can support the plan’s emphasis on growing package volume, acquiring new sources of postal revenue, and the necessity of postal reform. The NPMHU also supports the establishment of 46 package support annexes (PSAs) and the need to stabilize the non-career workforce by providing a clearer path to career status. The NPMHU, however, cannot support the aspects of the plan involving the consolidation of mail processing operations.

President Hogrogian directly 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.

Hogrogian also reviewed an April 27, 2021 notification wherein the USPS announced a planned implementation

of secondary mail moves for 18 facilities that will include destinating flats, letters, or in some facilities, both. Of the 18 facilities identified, there are 10 where mail handlers are currently working, including Bend (OR), Erie (PA), Gainesville (FL), Huntsville (AL), Mid-Hudson (NY), North Bay (CA), Seattle DDC (WA), Southern Ct (CT), and Wausau (WI). These installations are not proposed to close entirely and should retain parcel processing, cross dock, and other operations. “The exact number of mail handlers to be affected is not known at this time as impact statements have not yet been provided to the union,” said Hogrogian. Final implementation is tentatively scheduled for November 6, 2021.

President Hogrogian reported that the Postal Service is also looking at refreshing Area Mail Processing (AMP) feasibility studies for a number of mail processing facilities. The USPS was considering mail moves/consolidations in 37 sites,

electing to conduct 15 full AMPs and 16 partial AMPs, with 7 installations no longer being considered for consolidation. The USPS subsequently tabled 3 full AMP sites and 9 partial AMP sites, leaving 29 sites still under consideration, 28 of which employ mail handlers. “The NPMHU will continue to challenge unnecessary consolidations in an attempt to minimize the negative impact to mail handlers,” said Hogrogian.

Also, as part of its 10-Year Plan, the Postal Service is establishing 46 package sorting annexes (PSAs) located near NDCs or large PDCs. Postal Support Annexes will support mail processing facilities in key locations in anticipation of growing package volume. Lease negotiations will impact when the 46 PSA facilities become operational.

President Hogrogian discussed several issues relative to the new PSAs including identity as an independent facility or part of an existing facility, staffing and MHA complement,



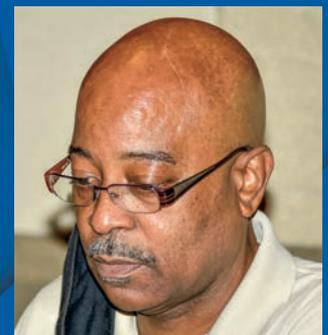
Local 302 SAMLU attendees along with National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby.



Lawrence Sapp, Southern Region Vice President



Don Gonzales, CAD Western Region Director



Charles Manago, National CAD Representative

operational and jurisdictional considerations, and union access and representation. When asked about the PMG's 10-Year Plan, President Hogrogian gave the following observation, "We used to be known as the letter and flat company that occasionally delivered parcels. The network redesign will make us the parcel delivery company that also delivers flats and letters. We aim to compete with FedEx, Amazon, and UPS," said Hogrogian. This is a conscious move to shift parcel shipping to the more reliable and affordable method of ground transportation.

President Hogrogian then provided a comprehensive update on the effects of the Covid-19 pandemic. As of the August 2021 SAMLU meeting, reports show a significant decrease in the covid numbers since December of 2020 when there were 8,057 postal workers who tested positive for the virus and 2,067 employees who were presumptive positive for a total of 10,124 infected postal employees. Recent reports show 1,708 postal workers who tested positive for the virus and 387 employees who were presumptive positive for a total of 2,095 infected postal employees. This temporary decrease in covid numbers prompted the Postal Service to modify its mask policy. (The modified mask policy modification was rescinded on August 27, 2021, due to uncertainties with COVID-19 related to the delta variant).



Local 308 Branch President - South Jersey Eugene Jones



Local 306 Treasurer Kenneth Leftridge



Local 308 Branch President - Philadelphia P&DC Barrie Bowers



Local 307 Treasurer Billy Genia



Local 302 Branch President - Reno Jennifer Escobar



Local 303 President Eddie Cowan



Teresa Harmon, Contract Administration Department Manager



Neil Ryan, National CAD Representative and Assistant to the National Officers



Patrick Donovan, CAD Northeastern Region Director



Eugene Horton, CAD Eastern Region Director



Eileen Mills, CAD Southern Region Director



Tom Ruther, National CAD Representative



David Ross, CAD Western Region Director



President Hogrogian during training session



John Gibson leads discussions during Article 12 training



Tom Ruther, National CAD Representative



Local 322 President Kelly Dickey



Local 320 SEBM Aaron Hernandez



Local 324 President Daniel Riemann



Local 315 President Jerry "Joe" Harms



Local 317 President James Morris



Local 331 President David Wisneski



Local 320 President Bernie Gonzalez



Local 318 President Nick Mosezar



Local 321 President Tony Wilson

Covid numbers are once again spiking because of the variant. However, it should be noted that the CDC is reporting that 97% of all covid related hospitalizations and deaths involve individuals who are not vaccinated, emphasizing the importance of getting vaccinated. The number of Covid-19 related deaths of postal employees is at least 202; employee availability continues to improve.

Our national representatives continue to meet with our counterparts in postal management, including members of the Postmaster General's senior staff, to discuss the Postal Service's response to the outbreak and to ensure that the proper protocols are put in place during rapidly changing circumstances. Furthermore, our Regional Directors are in constant contact with their counterparts in the postal area and district offices to discuss Covid-19 issues. CAD representative Charles Manago was named to be the NPMHU point person on covid issues. Brother Manago fields queries, addresses concerns, and disseminates coronavirus information to the field. He also meets frequently with his counterparts in postal headquarters to address NPMHU concerns.

A liberal leave policy remains in effect in regard to Covid-19 related absences. The Postal Service has agreed that Covid-19 related absences should be considered "scheduled" and are not to be used as a basis for discipline or for termination during probationary periods.

Moreover, the NPMHU has negotiated several memoranda of understanding to address a plethora of problems that have arisen because of this crisis, including: SLDC-childcare; MHA Leave; Temporary MHA exception periods; Transfer MOU for Covid-19; and Step 3/arbitration extensions. These MOUs were first negotiated in March 2020 and extended 6 times. President Hogrogian led a robust discussion on the matter before polling the room. Local Presidents overwhelmingly supported another extension to these Covid MOUs.



Local 308 SAMLU attendees Eugene Jones, George Gohr and Barrie Bowens with National President Paul Hogrogian (L), National Secretary Treasurer Michael Hora (R) and Eastern Region Vice President and Local 308 President John Gibson (Center)



Host Local 303 with National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Eastern Region Vice President John Gibson

President Hogrogian then discussed critical issues pending in the U.S. Congress, including a status report on congressional activity relative to possible postal reform legislation and bi-partisan support for potential legislation. The four major postal unions, senior postal officers, and many of the major mailers (including Amazon and Hallmark) had been working together on a comprehensive stakeholders' bill on postal reform.

President Hogrogian spoke about the Mail Handler craft complement and the Mail Handler Assistants (MHAs) path to career. He reviewed three prominent Memoranda signed in December 2020, March 2021, and June 2021 that collectively converted 12,772 MHAs to full-time regular status (FTR) over a period of seven months. "We will continue to push for career conversions," said Hogrogian. "These are life changing events for our Mail Handlers."

President Hogrogian next spoke about the new Executive Order establishing the Juneteenth Day of Observance, signed on June 17, 2021, by President Biden. The new law makes June 19 a federal holiday, but notably excluded the USPS. The Postal Service made the decision not to accommodate the observance for 2021. "The parties will obviously revisit the matter during the upcoming national contract talks, said President Hogrogian.

Finally, President Hogrogian addressed the issue of National Bargaining in 2022. The NPMHU National Agreement expires on September 20, 2022. Solicitations to the field seeking contract proposals will be sent to Local Unions in the coming weeks, and a blank submission form for member's use is included in this publication at page 31. Please feel free to reproduce this form for your use or download a copy from the NPMHU's national website. Bargaining strategy sessions and field negotiating committee meetings are on the calendar in preparation for national bargaining. We will kick off contract negotiations with the USPS in June 2022. Members



Local 320 SAMLU attendees (l-r) Branch President-Tucson Felipe Ruiz, Treasurer Art Aguilar, Vice President Shawn Garey, President Bernie Gonzalez, AZ SEBM Aaron Hernandez, and Recording Secretary Laurie Hernandez



Local 330
President
Bob Griffith



Local 332
President
Edvina Tesch



Local 328
President
Todd Larson



Local 329
President
John R. Macon



Local 233
President
Jeff Larsen



Local 334
President
Sheldon Adams



Local 302 Recording
Secretary Kimberly Garcia



Local 333 President
Monica Marshall

are encouraged to submit contract proposals to the National office; submission details are featured on page 30.

Following discussion of the issues presented by President Hogrogian, National Secretary-Treasurer Michael Hora provided a detailed presentation and entertained questions and comments on a variety of topics, including NPMHU financial statements for the quarter ending March 31, 2021, and deficit control measures; quarterly and annual expense and revenue analysis; Covid-19 pandemic related impact on finances; Mail Handler complement, regular and associate membership trends and per capita analysis; revenue projections and allocation among our Union's affiliated organizations; the NPMHU Revenue Sharing Program; an in-depth membership review, including recruitment initiatives and SF1187 processing; a Cost of Living Allowance (COLA) review; NPMHU merchandise; the NPMHU Arthur S Vallone scholarship; OLMS compliance and LM filing analysis; the NPMHU 2020 Quadrennial Convention and the LiUNA 2021 International Convention; the NPMHU mobile app; recent cybersecurity threats; and a report on scheduled NPMHU national meetings and training programs.

The assembly heard a report from General Counsel Bruce Lerner on litigation and other pending legal matters involving the NPMHU National Union.

Next, NPMHU Legislative and Political Director Katie Maddocks provided a report on various legislative and

political efforts with which the NPMHU and its activists continue to be involved. Sister Maddocks provided a review on the status of the Postal Reform Act, H.R. 3076/S. 1720, and the Postal Improvement Act, H.R. 3077. Katie also discussed major items on the agenda of the 117th Congress, including the Social Security Fairness Act, H.R. 82/S. 1302, the Public Servants Protection and Fairness Act, H.R. 2337, the Comprehensive Paid Leave for Federal Employees Act, H.R. 564/S. 1158, the Equal COLA Act, H.R. 304, and the Federal Retirement Fairness Act, H.R. 4268. She also spoke about the PRO Act, H.R. 842/S. 420 and importance of protecting workers rights. Finally, Sister Maddocks led a review and discussion on the upcoming 2022 midterm elections emphasizing the importance of the NPMHU Legislative Action Center and members' grassroots participation.

Turning her focus to the NPMHU Political Action Committee (PAC), Katie reviewed contributions and trends before announcing winners of the NPMHU PACKie Awards. PACKies are accolades of recognition highlighting a Local's participation and commitment to the success of the NPMHU PAC. The winners exemplify excellence amongst our NPMHU locals. The winners included Locals 300, 301, 310, 316, and 333, and are featured on page 22 of this magazine.

On Tuesday, August 3, 2021, the attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) from Executive Director



Local 307 President
James Haggarty



Local 312 President
Troy Davis



Local 310 President
Andy Badilishamwalimu



Local 303 Recording
Secretary Brenda Thompson



Local 307 Recording
Secretary Ursula Patterson



Local 316 Treasurer
Deborah Retter



Local 314 President
Scott Rodgers



NPMHU Women's Committee (l-r) Teresa Harmon, Roxie Olds-Pride, June Harris, Kelly Dickey, Yvette Johnson, Juanita Contreas, and Felandria Jackson, flanked by (l) Paul Hogrogian and (r) Michael Hora (Not pictured - Joyce Weber)



Local 305 President
Felandria Jackson



Local 304 Vice
President Gregory Hill



Local 302 President
Anthony Coleman



Local 311 President
Charles Charleston



The NPMHU Women's Committee met in Las Vegas and discussed important issues facing our members

Nina Gallauresi and Aetna's Director of National Accounts Brad Corban. Nina also provided an update on the Partial Reimbursement Program.

The assembly then received a report on the NPMHU Women's Committee, from Committee Chair and Vice President Central Region/Local 306 President June Harris.

Next, the Manager of the NPMHU Contract Administration Department, Teresa Harmon, provided a report and entertained questions and comments on the activities of the Contract Administration Department (CAD) since the last meeting of the Local Unions. Sister Harmon's presentation was based on the written report that was circulated at the meeting and is available to all NPMHU Officers and Stewards through the MAILES Steward Resources portal at npmhu.org. CAD Representative Tom Ruther next led

discussions on the activities of the Article 12 Task Force and RI-399 jurisdictional matters.

Toward the end of the business session, a round-robin was held, as usual, to allow all Local Unions to raise any other issues not already covered. Then, without any further business before the body, the Semi-Annual Meeting of the Local Unions was adjourned. The third day of the meeting was reserved for Article 12 and Area Mail Processing (AMP) training. Eastern Region Vice President, John Gibson and National CAD Representative Tom Ruther provided a comprehensive review of recommendations and guidance, entertaining questions from those in attendance. The SAMLU meeting was well attended and resulted in a wide array of discussion and debate. The next SAMLU meeting is scheduled for November 2021 in Washington, DC.



PACKAGE SUPPORT ANNEXES

Teresa Harmon, Manager, CAD

Recently, many mail handlers have seen Package Support Annexes open near their facilities. We had some discussions on these new facilities during the recent Semi-Annual Meeting of the Local Unions (SAMLU) in early August.

The Package Support Annexes are being established as support for the Postmaster General's 10-Year Plan to Achieve Financial Sustainability and Service Excellence — Delivering for America. You can read document by searching 10 Year Plan at <https://about.usps.com>

The Postal Service announced early this Spring that it intended to acquire 46 of these Package Support Annexes. The plan is for these annexes to be open for a period of at least two years. During this two-year period, they will be used to increase the Postal Service's package capacity during the regular year, as well as to support the additional packages that the Postal Service receives for the next two Peak Seasons.

In addition, the PSAs will create space for the modernization of the NDCs as they transition to Regional Distribution Center or RDCs. In the last Mech-Tech meeting at the National level in June, the Postal Service told the NPMHU about its plans to perform this NDC Redevelopment. Postal officials said that the project was to

redevelop the space and modernize the layout in many of the NDCs. This will include removal of unused conveyors and parcel sorting machines. Work will also involve extensive structural steel removal. The work was tentatively scheduled to begin in August 2021 at two locations, Atlanta NDC and Washington NDC, with other locations to follow in 2022. As the redevelopment work is being performed, different operations from the host NDC will be floated into the PSA to be worked until the project is finished.

Each of these PSAs will have a host facility. The host facilities for these 46 PSAs are: Atlanta NDC, Austin P&DC, Baltimore P&DC, Birmingham AL Annex, Boston P&DC, Central MA P&DC, Busse P&DC, Cincinnati NDC, Cleveland P&DC, Dallas NDC, Denver NDC, Des Moines NDC, Detroit NDC, Fayetteville P&DC, Fort Worth P&DC, Grand Rapids P&DC, Greensboro NDC, Harrisburg PA P&DC, Indianapolis P&DC, Jacksonville NDC, Kansas City NDC, Las Vegas P&DC, Lehigh Valley P&DC, Little Rock Annex, Los Angeles NDC, Memphis NDC, Mid Carolina P&DC, St Paul NDC, Nashville P&DC, New Jersey NDC, Norfolk P&DC, North Houston P&DC, Omaha P&DC, Philadelphia NDC, Pittsburgh NDC, Royal Palm P&DC, San Antonio P&DC, San Francisco NDC, Seattle NDC, Seminole P&DC, Shreveport P&DC,

Springfield NDC, St Louis NDC Annex, Washington NDC, Wichita P&DC and Ybor P&DC.

Employees for these annexes will come from the host plant. The number of employees needed, if bids will be created, the number of machines, tour hours, and similar matters will all be determined locally. We were told that not all of the PSAs will be 24/7 operations; some may only be 8 to 12 hour operations based on local needs. As part of the last MHA conversion MOU, host facilities were given 14 extra MHA conversions for help with the staffing of these PSAs.

Most of these PSAs will use several of the following types of equipment: Single Induction Package Sorter (SIPS), Flexible Rover Sorter (FRS), Manual Scanning Appliance (MSA), Scan Where You Band (SWYB), Package Scanning System (PSS), Low-Cost Universal Sorter (LCUS), or Robust Universal Sorter (RBUS). Some of these are new types of equipment that are just now being deployed for use.

In addition to these PSAs, there will be approximately 40 to 45 Christmas Annexes opened for three or four months for Peak Season operations. We have not yet received notification of their locations.

If you have any questions, please ask your local union representative.

The Postal Service announced early this Spring that it intended to acquire 46 of these Package Support Annexes.

WORLD INVESTOR WEEK SPAWNS EDUCATIONAL PROGRAM FOR FEDERAL EMPLOYEES



**YOUR TSP ACCOUNT – WHAT TO THINK ABOUT
WHEN NEARING RETIREMENT OR CONSIDERING
LEAVING THE GOVERNMENT**

The U.S. Securities and Exchange Commission (SEC) and the Federal Retirement Thrift Investment Board are co-sponsoring a program titled “Your TSP Account — What to Think About When Nearing Retirement or Considering Leaving the Government” which will be posted on Tuesday, October 5, at 2pm ET and thereafter: <https://www.sec.gov/video/live/tsp-sec-federal-employees-considering-retirement-2021.htm>

This event is offered during World Investor Week and is open to all federal employees and members of the uniformed services, and is designed for those who may be considering retiring or leaving federal service.

The program will cover Thrift Savings Plan (TSP) distribution options, withdrawals and rollouts. Discussion will also cover investment risk and fees, the common red flags of investment fraud, how to check out a financial professional and questions to ask when thinking about moving funds from the TSP.



WHEN:

October 5, 2021 at 2pm ET (Program will be live at this site on October 5 at 2pm ET and thereafter)

HOW TO ATTEND:

You can attend this program by visiting www.sec.gov. Search “Your TSP Account” and select the link titled: *Your TSP Account — What to Think About When Nearing Retirement or Considering Leaving the Government* any time after October 5 at 2pm ET. There is no need to register for the webcast.

FOR MORE INFORMATION

Address all substantive TSP and investment questions to the sources below:

- **For questions about your TSP retirement**, please go to the TSP website or call the TSP’s ThriftLine at 877-968-3778 to speak to a TSP expert.
- **For investment-related questions**, go to Investor.gov or call the SEC’s investor assistance line at 800-732-0330 or email Help@SEC.gov.
- **For webcast questions or other technical problems**, email Webmaster@sec.gov.
- **If you have questions about the program not addressed above**, please contact Outreach@SEC.gov.
- **For more information on World Investor Week**, see the SEC’s World Investor Week page.

NPMHU MAKES ITS VOICE HEARD ON CAPITOL HILL

Katie Maddocks, Legislative and Political Director



In the last edition of *The Mail Handler*, NPMHU members were informed of the introduction of the Postal Reform Act of 2021 in both the House and Senate (H.R. 3076/S. 1720). In the meantime, the NPMHU and the other postal labor groups have been working with Members of Congress and their staff to ensure the legislation is something labor, management, Republicans, and Democrats can all agree on. The bill, while narrow in scope, would repeal the 2006 mandate for USPS to prefund future retiree healthcare benefits; call for future retirees to enroll into Medicare when eligible; codify six-day delivery; allow for USPS to enter agreements with state, local, and tribal governments for non-commercial services; create a public facing dashboard to inform customers on delays and service; and call for greater transparency on USPS finances and performance.

As part of this, the bill would split the Federal Employees Health Benefit Plan (FEHBP) into postal and non-postal sections of the plan, while enrollees would have the same access to healthcare and medical providers. Repeal of the prefunding mandate and prospective Medicare integration would save \$4.4 billion annually over ten years, and overall the bill would save \$259 million over ten years. Additionally, postal and federal employees can expect their healthcare premiums to decrease under this legislation.

The NPMHU is hopeful for a House vote on the bill come mid-September, however, there is concern the legislation will continue to be put on Congress' back burner as elected officials grapple with headline grabbing issues like infrastructure, budget, and foreign affairs. In order to keep the legislation on the radar of our elected officials, the NPMHU encourages its members to reach out to their Representatives and Senators and let them and their staff know what issues are important to mail handlers and their Union. The NPMHU Action Center allows our members to directly contact their Members of Congress in Washington, DC. By registering with your name and address, you can easily send pre-prepared letters to your Representative and Senators, letting them know you support the Postal Reform Act of 2021. With a simple letter, you can educate lawmakers on issues important to not only you, their constituent, but also the Union as a whole. These letters help NPMHU

members stay in touch with their elected officials beyond the biennial legislative conference, ensuring that our relationships on Capitol Hill remain strong.

NPMHU members can access the Action Center at <http://npmhu.quorum.us/>, as well as the link on the NPMHU website's homepage.

Another way the NPMHU ensures our voice is heard on Capitol Hill is through political fundraising. The NPMHU PAC ensures that elected officials who speak out on our behalf have the resources to stay in office, and those that speak out against us don't stay in DC.

We can only help our friends and champions, however, if we have the money to do so. Between 2019 and 2020, PAC giving from NPMHU members dropped by about \$20,000. On average, the PAC gives \$1,000 to candidates per election cycle; that's 20 candidates we could not help during the 2020 election. With narrow voting margins in both the House and Senate, as well as the constant struggle to get attention for our issues, it is imperative we help elect postal and labor friendly candidates to office.

Overcoming the deficit in giving we saw last year, the August SAMLU saw a dramatic increase in giving. Attendees contributed \$3,800 over two days; just over three times of what was given at the last in-person SAMLU. Additionally, we recognized the Locals who are true leaders in PAC giving, raising the most money throughout 2020. Locals 333, 316, and 301 all won PACKies for the second year in a row. Local 300 won the Most Improved Award, and Local 310 won the Ambassador Award.

Thank you for your support of NPMHU PAC!

HOUSE INTRODUCES LEGISLATION FOR RETIREMENT EQUITY

When the federal government shifted from the Civil Service Retirement System to the Federal Employee Retirement System, temporary and non-career postal and federal employees lost the ability to make additional contributions to their retirement benefits. This has left the younger generation of employees with the choice between leaving the workforce without full retirement benefits or working beyond their expected retirement date.



As a means to provide retirement equity, Representatives Derek Kilmer (D-WA) and Tom Cole (R-OK) re-introduced the Federal Retirement Fairness Act, H.R. 4268, which would allow eligible employees to make additional contributions to their FERS benefits. Upon reintroduction, Rep. Kilmer commented that “[m]any federal employees begin their careers in temporary positions before transitioning to permanent status — so we need to have their backs.” Rep. Cole added, “[w]hether first hired under temporary status or not, civil service should be recognized, and these workers should have the option to pay toward retirement credit for the entirety of their employment.”

As many NPMHU members began as non-career postal employees and face these challenges when planning for retirement, the NPMHU fully endorses this legislation as it offers much needed assistance to the dedicated workforce.

WESTERN LAWMAKERS LOOK TO GROW USPS REVENUE

Most legislation impacting the Postal Service focuses on stabilizing its finances, keeping it on an even financial keel. However, members of the House and Senate reintroduced legislation that would expand its revenue. Representatives Jackie Speier (D-CA) and Dan Newhouse (R-WA), along with

Senator Jeff Merkley (D-OR), have sponsored the USPS Shipping Equity Act (H.R. 3287/S. 1663). The bill would allow the Postal Service to ship beer, wine, and spirits, just as its private sector counterparts are already doing. By removing this Prohibition Era constraint, USPS would have the same access to direct-to-consumer shipments as UPS and FedEx. Over the past five years, online sales of alcohol have grown by 12 percent, amounting to over \$1 billion. If the Postal Service had the same access to shipping alcohol, the Congressional Budget Office estimates an additional \$50 million a year in revenue to the financially deficient federal agency.

Upon introduction of the bills, Rep. Speier commented that “[i]t makes no sense to create a competitive disadvantage for the USPS by barring them from these kinds of shipments.” Rep. Newhouse further stated that “[t]he USPS Shipping Equity Act would give rural producers access to another option for shipping alcoholic beverages, thereby increasing market access and enabling Central Washington businesses to continue to invest in our communities.” “All American businesses deserve the same access to the U.S. Postal Service when it comes to delivering their products to their consumers—and we all have a vested interest in making sure the USPS thrives,” added Sen. Merkley.

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: (l-r) National Secretary-Treasurer Michael Hora, Local 300 President Kevin Tabarus, National President Paul Hogrogian



AMBASSADOR AWARD: (l-r) National Secretary-Treasurer Michael Hora, Local 310 President Andy Badilishamwalimu, National President Paul Hogrogian



LOCALS WITH 1500 MEMBERS & UP: (l-r) Assistant to the National Officers Neil Ryan, National Secretary-Treasurer Michael Hora, Northeast Regional Director Patrick Donovan, Local 301 President Daniel St. Marie, Local 301 Vice President Sean Sweeney, Local 301 Treasurer Shawn Holt, National President Paul Hogrogian



LOCALS WITH 1-499 MEMBERS: (l-r) National Secretary-Treasurer Michael Hora, Local 333 President Monica Marshall, National President Paul Hogrogian



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

2021 PAC

INCENTIVE AWARDS



2021 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Power Pack
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC AA Mini Maglite and Leatherman
Ambassador	\$500	PAC Traveler Bag



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. Follow the instructions printed on page 24 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



NOTICE CONCERNING CONTRIBUTIONS:

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

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

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

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

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



(Cut here and return to NPMHU PAC)



YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

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

Address _____ Local _____

Employer (if other than USPS) _____ Job Title _____

Contribution Amount: (Please check one):

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

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

VISA MASTERCARD Acct.# _____

Signature _____ Expiration Date _____

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

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

PostalEASE by TELEPHONE:

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

PostalEASE on the WEB:

To initiate your bi-weekly PAC contribution on the web, simply go to **www.liteblue.usps.gov**

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.



BIDEN ADMINISTRATION

— CONTINUES TO PRAISE UNIONS —

National Postal Mail Handlers Union President Paul V. Hogrogian and other union presidents and leaders met with President Joseph R. Biden, Secretary of Labor and LiUNA member Marty Walsh, and AFL-CIO President Liz Shuler, on Wednesday, September 8, in honor of Labor Day. In his remarks, President Biden spoke to all the contributions that the labor community has made not only during the COVID-19 pandemic, but also how the labor

movement was and is instrumental in the development of the middle class and building the national economy.

“We’ve fundamentally transformed how we live and how we work in this country, and the reason we have is because of victories from labor,” President Biden commented. “When unions win, workers across the board win. That’s a fact.”

Secretary Walsh stated, “It’s never been more clear [that] our economy, our community, our very own lives depend

on working people.... Our country will never and must never forget that and what essential workers have done in the last eighteen months.”

These words should resonate with NPMHU members as they have seen this dedication and the benefits of the labor movement firsthand. The NPMHU is grateful to see an Administration that is proud to side with labor organizations, and we look forward to continuing to work with President Biden and Secretary Walsh.

LOW RATES. RICH BENEFITS.

MHBP VALUE PLAN

Federal employees, regardless of what job you do in the service of the U.S. public, this plan is for you. The MHBP Value Plan balances your needs and offers benefits catered to you.

Some of your plan benefits:

Up to **\$300** in wellness rewards

No cost MinuteClinic[®] at CVS visits

No cost for Telehealth through Teladoc[®]

40 alternative care visits per year for chiropractic care and acupuncture

No out-of-pocket costs for maternity care

No cost for Lab Savings Program, 100% not subject to deductible

YOUR RATES

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 which maintains your health benefits enrollment.

Plan Types	Federal Employees and Full Time Regular Mail Handlers (biweekly)	Mail Handlers Assistants (second term)	Annuitants (monthly)
Self Only CODE 414	\$53.35	\$88.41	\$115.60
Self Plus One CODE 416	\$126.41	\$184.65	\$273.89
Self and Family CODE 415	\$128.94	\$61.25	\$279.36

To learn more, get in touch with us at 800-410-7778 or visit MHBP.com.



*Qualifying life events allow individuals the chance to change their plan selection if one of the following life events occurs: marriage, birth, adoption, divorce, loss of health coverage, etc. This is a summary of the features of the Mail Handlers Benefit Plan (MHBP). Before making a final decision, please read the official 2021 Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the official 2021 Plan Brochure. For more information about MHBP plans, please refer to www.MHBP.com.

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COVID-19 VACCINE AWARENESS

HOW ARE VACCINES TESTED?

Nina Gallauresi, Executive Director, MHBP

C COVID-19 vaccines are a key part of overcoming the pandemic. Fully vaccinated people can start doing some of the things they had to stop. This includes visiting friends and loved ones who are also fully vaccinated.

You might still have questions about vaccines. How do they work? How do scientists know they're safe? It's important to know these answers and share them with others. Vaccines are the best protection against many serious diseases. They teach your body to recognize and fight off things like viruses and bacteria.

The COVID-19 vaccines were developed with amazing speed. But they're still safe and effective. These vaccines were held to the same standards used to ensure the safety of any approved vaccine. Before a new vaccine is given to people, a lot of testing is done in a lab. Then, it's tested in people in clinical trials to make sure it's safe and effective.

There are three phases of clinical trials. Phase 1 is done in a small group of people. Scientists first determine if the vaccine is safe and test different doses. If it passes this phase, it moves on to phase 2. Phase 2 tests the vaccine in more people to see if it works. Researchers look at how the body responds to it and track any side effects. Finally, in phase 3, the vaccine is tested in thousands of people. This rigorous process ensures that any approved vaccine is safe and effective.

SINGLE-SHOT COVID-19 VACCINE PROTECTS AGAINST VARIANTS

Vaccines against COVID-19 were developed early in the pandemic. But the virus has been changing. Now there are different versions, called variants, all over the world. Researchers found that the single-shot COVID-19 vaccine still protects against new variants.

In the study, 20 volunteers received the Janssen/Johnson & Johnson vaccine. Researchers took blood samples about two months later.

The samples were tested for different cells and antibodies that can fight the disease. The team looked at whether these provided protection against the original virus. They also looked for protection against the alpha, beta, and gamma variants.

Overall, the vaccine offered strong protection against both the original virus and the variants. The team found lower

amounts of neutralizing antibodies to the variants than to the original virus. These are a type of antibody that can block infections. But other immune responses were similar.

"These data show that this vaccine has strong protection against many of the COVID-19 variants in the world today," says Dr. Dan Barouch from Beth Israel Deaconess Medical Center.

A follow-up study showed protection against other variants, including the delta variant. More research is still needed to better understand how the body fights off COVID-19.

HOW LONG DOES PROTECTION LAST AFTER COVID-19?

After your body's disease defense system (the immune system) fights off a virus, it keeps a memory of it. A study suggests that people's immune systems remember COVID-19 for months after recovery.

The immune system makes different types of cells and molecules to fight disease. These include antibodies, T cells, and B cells.

Researchers looked at immune responses from about 200 people who'd recovered from COVID-19. Some had been infected up to eight months before the analysis. Other cases were more recent. Of the people who recovered, 95% had immune system "memories" of the virus that causes COVID-19, SARS-CoV-2.

Almost everyone had antibodies that block the virus' spike protein. The virus uses this protein to enter cells. The number and type of antibodies varied between people. But the levels usually remained stable over time. They slightly decreased six to eight months after infection.

Immune cell levels also remained high. Memory B cells, which make antibodies, increased for a few months after infection and then remained stable. Most people had one important type of T cell. About half had another type of T cell that kills infected cells.

"Several months ago, our studies showed that natural infection induced a strong response, and this study now shows that the responses last," says Dr. Daniela Weiskopf at the La Jolla Institute for Immunology. "We are hopeful that a similar pattern of responses lasting over time will also emerge for the vaccine-induced responses."

COMMUNITY IMMUNITY— HOW VACCINES PROTECT US ALL

“The important concept,” says Dr. Marc Lipsitch of the Harvard School of Public Health, “is that vaccinating people protects not only them, but others in the community. If I’m protected, I can protect others.”

This type of protection is known as “community immunity” or “herd immunity.” When enough of the community is immunized against a contagious disease, most other members are protected from infection because there’s little opportunity for the disease to spread.

“Epidemiologists think of infections as chain reactions, whose speed depends on contagiousness,” says Lipsitch. “The more contagious the disease, the more vaccination is required. The data tells us that herd immunity works.”

Using mathematical formulas and computer programs, NIH-funded scientists like Lipsitch have developed models to determine what proportion of the population has to be vaccinated to eliminate the spread of disease. As one example, a worldwide vaccination campaign completely eliminated, or eradicated, smallpox in the 1970s. So many people were immunized that the virus couldn’t sustain itself.

“Get vaccinated. The vaccines are safe. They’re incredibly effective,” says Dr. Jason McLellan, an expert on coronaviruses at the University of Texas at Austin. McLellan’s research was critical in developing these vaccines. His team, along with NIH scientists, figured out how to lock the shape of the spike protein to make the most effective antibodies.



https://newsinhealth.nih.gov/sites/nihNIH/files/styles/featured_media_breakpoint-large/public/2013/October/illustration-young-woman-getting-vaccinated.jpg?itok=32h3qoM1

As the pandemic has gone on, new versions of the virus, or variants, have appeared. “We’re all very confident that vaccines will continue to work well against these variants,” McLellan says. “Vaccination also helps stop the development of new variants, because it provides fewer opportunities for the virus to change as it replicates.”

Many people will need to be vaccinated for the pandemic to end. Dr. Anthony Fauci, director of NIH’s National Institute of Allergy and Infectious Diseases estimates that 70% to 85% of the U.S. population will need to be vaccinated to get “herd immunity.” That’s the point where enough people are immune to the virus to prevent its spread. That’s important because it protects vulnerable people who can’t get vaccinated.

“It is my hope that all Americans will protect themselves by getting vaccinated when the vaccine becomes available to them,” Fauci says. “That is how our country will begin to heal and move forward.”

MHBP RESOURCES TO ASSIST YOU: MHBP IMPLEMENTS A MID-YEAR COVID -19 VACCINE INCENTIVE

MHBP members, 18 years and older, who receives or have received the COVID-19 vaccine during 2021 are eligible to earn a \$50 wellness incentive.

To earn the incentive, MHBP members must submit documentation (i.e., copy of vaccine card) demonstrating you have been fully vaccinated. MHBP will review the documentation to verify the member is fully vaccinated, and if so, will deposit \$50* into your Wellness Fund Account.

It is very important your documentation includes the member name and ID number as it appears on your current MHBP ID card and submit to:

MHBP

Attr: Wellness

PO Box 981106

El Paso, TX 79998-1106

This is one of the many ways you can earn wellness incentives during 2021! Standard Option members can earn up to \$350 per person per calendar year. Value Plan members can earn up to \$300 per person per calendar year. Consumer Option Members will earn a \$50 deductible credit for 2022

If you have any questions or would like more information about how to get a COVID-19 vaccine, COVID testing or treatment, please call MHBP at 800-410-7778.

SOURCES:

National Institutes of Health: <https://newsinhealth.nih.gov/>
MHBP.com

2022

NATIONAL NEGOTIATIONS

OFFICIAL CALL FOR BARGAINING PROPOSALS

With preparations underway for negotiations over the terms of the 2022 National Agreement between the NPMHU and the Postal Service, the National Office has issued its official call for bargaining proposals from all members and Local Unions.

To be fully considered prior to the onset of negotiations, **proposals must be submitted by January 28, 2022.** Although formal bargaining is not scheduled to begin until June, the Union's Field Negotiating Committee will be meeting for a full week in February 2022 to review all submitted proposals and outline the changes in the National Agreement that should be proposed by the NPMHU.

To be sure, planning for collective bargaining is a continuous process at the National Office, as the National Officers and representatives working in the Contract Administration Department routinely identify and collect proposals for improving the language currently found in the 2019 National Agreement. But an equally important aspect of preparing for bargaining is the collection and review of proposals generated by mail handlers across the country. Thus, National President Paul Hogrogian has issued this official call for bargaining proposals from the membership, the Local Unions, and other subordinate bodies of the NPMHU.

If you have any proposals that you would like to have considered for the upcoming round of bargaining, now is the time to submit them to the National Office. Every proposal submitted will be fully analyzed by the NPMHU's Field

Negotiating Committee and the National Negotiations Team while the Union develops its opening bargaining proposals.

All proposals should set forth the Article, Section, Paragraph, and/or Page of the National Agreement that you are suggesting should be changed; the specific language you would like to see added to, or deleted from, the current National Agreement; and your specific reasons for suggesting the change. If you have supporting evidence or documentation that you believe would support the change that you propose, please submit those materials to the National Office along with your proposals.

The National Office is asking that all proposals be submitted as soon as possible, but in no event later than **January 28, 2022.** The National Office also has issued a form that can be used to submit proposals. Copies of that form have been mailed to all Local Unions and can be downloaded on the NPMHU website. In addition, the submission form is included at page XX of this publication.

Once again, proposals from any member (or group of members) and any Local Unions or other subordinate body should be submitted to the National Office by January 28, 2022, using the following address:

National Postal Mail Handlers Union
ATTN: 2022 Negotiations
815 16th Street, NW, Suite 5100
Washington, DC 20006



National Postal Mail Handlers Union

2022 National Negotiations

Proposed change to the 2019 National Agreement

Mail submissions to:

Local Union:

National Postal Mail Handlers Union
2022 Contract Negotiations
815 16th Street NW, Suite 5100
Washington DC 20006

Contract Proposals may also be faxed to: 202-833-0008

Article to be changed:

Article

Section

Paragraph

Page number

Proposed change/addition to language

Change to read as follows (Please underline actual changed or added language):

Reason for change:

Name:

Date:

Please supply documentation, if available, which supports or demonstrates the need for the proposed changes such as grievance or arbitration decisions, or other supporting documentations.

Deadline for Submission is January 28, 2022



THE IMPORTANCE OF HEALTH, WELFARE AND HAPPINESS

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

During the last meeting of the NPMHU Women's Committee, one of the topics that clearly touched the hearts and minds of our committee members is the well-being of our union members. Due to the length of the Covid-19 pandemic, many of our Brothers and Sisters have put off having any kind of doctor visits. In fact, some of us have decided to quarantine from everyone, even our personal physician. Many healthcare facilities are postponing various procedures, unless the life of the individual is at stake. But this failure to act during this prolonged span of the pandemic may cause long-term effects to our physical bodies.

It is extremely important for all of us to have regular physician visits. If you were scheduled for a particular test or procedure that was delayed due to Covid precautions, please contact your healthcare provider to reschedule. The month of October is dedicated to various awareness campaigns: Breast Cancer and Domestic Violence, to name a couple. There can be severe consequences when choosing to ignore either of these.

Breast Cancer is a disease that attacks both men and women. All members are encouraged to perform self-examinations and have routine checkups in order to detect possible issues early. If you feel a lump or other abnormality in your breast area, please schedule an

appointment with your physician for testing and diagnosis. According to the American Cancer Society, nearly 2,600 men will be diagnosed with Breast Cancer each year, with as many as 530 dying. This is a small number compared to women, but significant enough for concern. The number of women projected to get this same type of cancer is well over 330,000 in 2021. It is expected that approximately 36,000 women will succumb to breast cancer. Again, early detection is the key for increased survival. Get tested! Make scheduling your mammogram a top priority.



You also would probably be surprised to know how many of your co-workers are suffering from domestic abuse. The victim can be either dad, mom, or the kids. The abuser can be male or female. Many households are being disrupted and destroyed due to domestic violence. A negative impact is felt by all members of the family, which could be evidenced by mental health disorders, specifically depression. Because

the pandemic closed many schools and businesses, domestic violence has been hiding under the cloak of darkness. Victims are living in constant fear of the abuser and may not know the ways to get help. If you or someone you know is the victim of domestic violence, please report it. It is important that we educate our members and let them know that help is available. Stop ignoring the physical signs that show people who may be victimized and bullied. Sadly, the mental capacity of the abused can be damaged and may lead to suicidal thoughts. We may not want to admit it, but we need to look out for one another and help where we can. It starts with baby steps that can increase into a life-saving act. Don't stand back and allow your co-worker to be bullied and intimidated, by anyone, at home or in the workplace. The Employee Assistance Program (EAP) is a great resource for our co-workers and their families.

You may ask, what does this have to do with Domestic Violence Awareness? Quite a bit. Most of us spend just as many, if not more, hours with our co-workers as we do with our families. Please so not allow your home family or your work family to be mistreated. We must stand up for one another. We must be willing to do the right thing and mandate that the proper actions are taken. Safety is a fundamental right. See something, say something!

OCTOBER IS DOMESTIC VIOLENCE AWARENESS MONTH

Car Rental Discounts for **Union** Families



With Union Plus car rental discounts, your next trip just got a lot cheaper. Union members can save up to 25% with exclusive deals at six nationwide car rental companies.

Learn more at

unionplus.org



NPMHU-CR-8-26-21

2021 LIUNA INTERNATIONAL CONVENTION

Delegate elections are complete, and 115 NPMHU delegates will be seated for the 2021 LiUNA International Convention. Due to the persistence of the COVID-19 pandemic, international border concerns, and financial penalties with the hotel, LiUNA's General Executive Board made the difficult decision to hold the 2021 International Convention remotely. There will be no in person participation.

Registration will occur on September 20, 2021, in advance of two (2) four-hour sessions set for September 21–22, 2021. Each delegate will participate virtually,

and will be authenticated by a unique weblink, identification number, and password that were emailed to each attendee ensuring that each participating delegate will be validated.

For purposes of the 2021 LiUNA International Convention, each NPMHU Local Union was authorized 1 delegate for each 300 members (based on the average number of dues paying members during 2020). The 13 NPMHU Local Unions that averaged fewer than 300 members last year were combined into a single election. When the dust settled and all votes were tabulated, the

National Postal Mail Handlers Union will seat 115 of the 122 authorized delegate seats. The NPMHU delegates are listed on the adjoining page.

Delegates will assemble virtually to discuss and debate issues important to LiUNA and all union members, including political and legislative action, membership and recruitment, critical resolutions that will guide the will of the International Union, economic matters, union finances, international elections, and a host of other issues that the delegates need to focus on in 2021, and in the years to come.

LOCAL UNION	POSITION	NAME
297	Local President	Chris Bentley
297	KC SEBM	Bridget Williams
300	Local President	Kevin Tabarus
300	Treasurer	Wilfredo Delgado
300	Branch President	Irene Delgado
300	Branch President	Marie Chery
300	Vice President	Yvette Johnson
300	Recording Secretary	Ray Bermudez
300	Branch President	Howie Spindler
300	SEBM	Michelle Kimber
300	SEBM	Lucy Lombardo
300	Branch President	Alberta Prieto
300	Branch President	James Smith
300	SEBM	Don Utz
300	Branch President	Alan Sacks
300	Branch President	Mark Chandler
300	Branch President	Latina Crenshaw
301	Local President	Daniel St. Marie

LOCAL UNION	POSITION	NAME
301	Vice President	Sean Sweeney
301	Treasurer	Shawn Holt
301	Recording Secretary	Christine Couture
301	Branch President	Paul Bureau
301	Steward	Teresa Florentino
301	Delegate	James O'Sullivan
301	Branch President	Michael Bisono
301	Branch President	John Bessette
301	Branch President	Scott Surette
302	Local President	Anthony Coleman
302	Vice President	Juanita Contreras
302	SEBM	Fernando Matta
302	Branch President	Anthony Dering
303	Local President	Eddie Cowan
303	Treasurer	Van Cunningham
303	Steward	Angela Duncan
303	Branch President	Dorleatha Willoughby
303	Delegate	Pamela Perkins

LOCAL UNION	POSITION	NAME
303	Branch President	Terrie Collins
304	Local President	William 'Bip' McLemore
304	Branch President	Conswela McLemore
304	Treasurer	Gloria Ward
304	Vice President	Gregory Hill
304	SEBM	Charles Johnson Jr
304	Steward	Shelley Benton
304	Recording Secretary	Darvis Wanton
305	Local President	Felandria Jackson
305	Vice President	LaFon Murray
305	Alternate Steward	Paula Meadows
305	Branch President	Jose Pena
305	SEBM	Cynthia Brown
305	Branch President	Lori Freeman
305	Branch President	Marvin Simpson Jr
305	Alternate Steward	Angela Jasper
305	Branch President	James Cox
306	Local President/ VP Central Region/ NEB	June Harris
306	Vice President	Gregory Newsome
306	Treasurer	Kenneth Leftridge
306	Recording Secretary	Tanisha L. Ruth
306	SEBM	Manuel Lazu
306	SEBM	Nickolas Lehto
306	Branch President	Manuella Morris
306	Branch President	Carmela Catchings-Tyler
306	Branch President	Robert Howze
306	Branch President	Max Rehbein
307	Local President	James Haggarty
307	Recording Secretary	Ursula Patterson
307	Branch President	Derek Douglas
308	Local President/ VP Eastern Region/ NEB	John Gibson
308	Branch President	Brian Carson
308	SEBM	Brian Clark
308	Delegate	Cecelia Jones
308	Delegate	Terry Reed
308	Treasurer	Mike Rembelinsky
308	Recording Secretary	Joe Zelenenki
309	Local President/ VP Northeast Region/ NEB	David Wilkin
309	Local Treasurer	Joyce Miskell

LOCAL UNION	POSITION	NAME
309	Vice President	Lisa Pruchnicki
310	Local President	Pervous Badilishamwalimu
310	Recording Secretary	Chawanda Parson
311	Local President	Charles Charleston
311	Treasurer	Roxie Olds-Pride
311	Recording Secretary	Dana Davenport
311	SEBM	Linda Lewis
311	Branch President	Bobby Castleberry
311	Branch President	Marvin Henry
314	Local President	Scott Rodgers
315	Local President	Jerry 'Joe' Harms
316	Local President/ VP Western Region/ NEB	Don Sneesby
316	Vice President	Gene Rezac
318	Local President	Nicholas 'Nick' Mosezar
318	Treasurer	Joyce Weber
318	Recording Secretary	Lynden Clarke
318	Branch President	Alberto Perez
318	Branch President	Wayne Campbell
318	SEBM	Shauna Jones
318	Branch President	Ken Czwajdak
320	Local President	Bernie Gonzalez
320	Vice President	Shawn Garey
321	Local President	Errol "Tony" Wilson
321	Vice President	Mike Ruiz
321	Treasurer	Jeff Morgan
322	Local President	Kelly Dickey
322	Local Treasurer	Donna Truschel
322	Branch President	Joe Fitzgerald
323	Local President	Jeff Larsen
323	Treasurer	John Frey
329	Local President	John 'JR' Macon
329	SEBM	Lyndon Cox
333	Local President	Monica Marshall
334	Local President	Sheldon Adams
Merged	Branch President	Troy Gallet
Merged	Local President/BP	Dwayne Williams
Merged	Treasurer	Marquetta Hollis
NPMHU	National President	Paul Hogrogian
NPMHU	National Secretary- Treasurer	Michael Hora
NPMHU	Vice President/ NEB	Lawrence Sapp



YOU CAN BE THE FACE OF CHANGE



Overseen by the Office of Personnel Management (OPM), the Combined Federal Campaign (CFC) is the official workplace giving campaign for Federal, Postal, Military employees and retirees. This year, the CFC celebrates its 60th anniversary. Since its inception, the CFC has raised more than \$8.5 billion for charities and people in need. During the 2020-21 CFC solicitation period, USPS employees contributed \$4,591,816 and 5,345 volunteer hours, worth \$110,529.

There are numerous methods for you to contribute to your charity or charities of choice through CFC. You can donate online at GIVECFC.ORG. Once registered, you decide on a pledge option through payroll deduction, credit/debit card, E-check/bank transfer, or volunteer hours. Other giving options are available through the CFC Giving mobile app or paper pledge forms available from your installation CFC Coordinator.

The CFC 2021-22 contribution solicitation period runs from September 1, 2021 through January 15, 2022. There are over 20,000 participating nonprofit charitable organization to donate to through the CFC. One such charitable organization that helps fellow Postal employees is the Postal Employees' Relief Fund (PERF). PERF was established in 1990 to aid postal employees and retirees whose homes are completely destroyed or left uninhabitable because of a major natural disaster or house fire. Currently in 2021, there has been 16 declared major disasters. When disaster strikes and all is lost, PERF is committed to helping postal families rebuild their lives. The PERF CFC charity code is 10268.

Please contribute to the Combined Federal Campaign.

CAREER MAIL HANDLERS TO RECEIVE COST OF LIVING ADJUSTMENT

Effective August 28, 2021 (Pay Period 19-2021), all career Mail Handler craft employees are scheduled to receive a cost-of-living (COLA) adjustment as outlined in Article 9.3 of the 2019 National Agreement. This is the fourth of six possible COLA increases under the terms of the current agreement. This COLA increase is based on the upward change in the relevant Consumer Price Index (CPI) following release of the

January 2021 Index, using the July 2019 CPI index as a base, and will provide an annual increase of \$1,934 for all Steps in Table 1 and for Step P of Table 2. The remaining Steps in Table 2 will receive the proportional COLA increase percentages as outlined in Article 9.3 of the National Agreement. For level 6 salary rates, please see the wage charts posted under Member Resources on the National website at www.npmhu.org.

MAIL HANDLER WAGE RATES — EFFECTIVE AUGUST 28, 2021 (PP 19-2021)

Table 1 — Applicable to Career Appointments Prior to February 15, 2013

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY
88	AA	42,793	\$1,646	\$20.57	\$30.86	21.40	88	AA	44,485	\$1,711	\$21.39	\$32.08	22.24
88	A	47,587	\$1,830	\$22.88	\$34.32	23.79	88	A	49,286	\$1,896	\$23.70	\$35.54	24.64
88	B	53,619	\$2,062	\$25.78	\$38.67	26.81	88	B	55,730	\$2,143	\$26.79	\$40.19	27.87
44	C	56,471	\$2,172	\$27.15	\$40.72	28.24	44	C	58,659	\$2,256	\$28.20	\$42.30	29.33
44	D	60,668	\$2,333	\$29.17	\$43.75	30.33	44	D	61,492	\$2,365	\$29.56	\$44.35	30.75
44	E	61,004	\$2,346	\$29.33	\$43.99	30.50	44	E	61,858	\$2,379	\$29.74	\$44.61	30.93
44	F	61,349	\$2,360	\$29.49	\$44.24	30.67	44	F	62,230	\$2,393	\$29.92	\$44.88	31.12
44	G	61,683	\$2,372	\$29.66	\$44.48	30.84	44	G	62,586	\$2,407	\$30.09	\$45.13	31.29
44	H	62,027	\$2,386	\$29.82	\$44.73	31.01	44	H	62,957	\$2,421	\$30.27	\$45.40	31.48
44	I	62,366	\$2,399	\$29.98	\$44.98	31.18	44	I	63,327	\$2,436	\$30.45	\$45.67	31.66
34	J	62,714	\$2,412	\$30.15	\$45.23	31.36	34	J	63,691	\$2,450	\$30.62	\$45.93	31.85
34	K	63,047	\$2,425	\$30.31	\$45.47	31.52	34	K	64,055	\$2,464	\$30.80	\$46.19	32.03
26	L	63,391	\$2,438	\$30.48	\$45.71	31.70	26	L	64,418	\$2,478	\$30.97	\$46.46	32.21
26	M	63,730	\$2,451	\$30.64	\$45.96	31.87	26	M	64,788	\$2,492	\$31.15	\$46.72	32.39
24	N	64,072	\$2,464	\$30.80	\$46.21	32.04	24	N	65,158	\$2,506	\$31.33	\$46.99	32.58
24	O	64,409	\$2,477	\$30.97	\$46.45	32.20	24	O	65,517	\$2,520	\$31.50	\$47.25	32.76
	P	64,752	\$2,490	\$31.13	\$46.70	32.38		P	65,884	\$2,534	\$31.68	\$47.51	32.94

Table 2 — Applicable to Career Appointments on or after February 15, 2013

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY
52	BB	37,191	\$1,430	\$17.88	\$26.82	18.60	52	BB	38,754	\$1,491	\$18.63	\$27.95	19.38
52	AA	38,814	\$1,493	\$18.66	\$27.99	19.41	52	AA	40,351	\$1,552	\$19.40	\$29.10	20.18
52	A	40,433	\$1,555	\$19.44	\$29.16	20.22	52	A	41,947	\$1,613	\$20.17	\$30.25	20.97
52	B	42,056	\$1,618	\$20.22	\$30.33	21.03	52	B	43,543	\$1,675	\$20.93	\$31.40	21.77
52	C	43,675	\$1,680	\$21.00	\$31.50	21.84	52	C	45,138	\$1,736	\$21.70	\$32.55	22.57
52	D	45,299	\$1,742	\$21.78	\$32.67	22.65	52	D	46,735	\$1,798	\$22.47	\$33.70	23.37
52	E	46,919	\$1,805	\$22.56	\$33.84	23.46	52	E	48,330	\$1,859	\$23.24	\$34.85	24.17
52	F	48,543	\$1,867	\$23.34	\$35.01	24.27	52	F	49,928	\$1,920	\$24.00	\$36.01	24.96
52	G	50,163	\$1,929	\$24.12	\$36.18	25.08	52	G	51,521	\$1,982	\$24.77	\$37.15	25.76
52	H	51,783	\$1,992	\$24.90	\$37.34	25.89	52	H	53,118	\$2,043	\$25.54	\$38.31	26.56
52	I	53,403	\$2,054	\$25.67	\$38.51	26.70	52	I	54,712	\$2,104	\$26.30	\$39.46	27.36
52	J	55,023	\$2,116	\$26.45	\$39.68	27.51	52	J	56,310	\$2,166	\$27.07	\$40.61	28.16
52	K	56,645	\$2,179	\$27.23	\$40.85	28.32	52	K	57,904	\$2,227	\$27.84	\$41.76	28.95
52	L	58,268	\$2,241	\$28.01	\$42.02	29.13	52	L	59,501	\$2,289	\$28.61	\$42.91	29.75
52	M	59,888	\$2,303	\$28.79	\$43.19	29.94	52	M	61,098	\$2,350	\$29.37	\$44.06	30.55
52	N	61,509	\$2,366	\$29.57	\$44.36	30.75	52	N	62,694	\$2,411	\$30.14	\$45.21	31.35
52	O	63,132	\$2,428	\$30.35	\$45.53	31.57	52	O	64,288	\$2,473	\$30.91	\$46.36	32.14
	P	64,752	\$2,490	\$31.13	\$46.70	32.38		P	65,884	\$2,534	\$31.68	\$47.51	32.94

MAIL HANDLER ASSISTANT (MHA) HOURLY WAGE RATES Effective November 21, 2020 (PP 25-2020)

MHA Grade 4 — \$16.87

MHA Grade 5 — \$17.77

MAIL HANDLERS

ACROSS THE COUNTRY

LOCAL 325 INSTALLATION OF OFFICERS

Southern Region Vice President Lawrence Sapp was on hand to read the Oath of Office to the newly elected officers of Local 325. Pictured (l-r) Recording Secretary Ramirez Burks, Vice President Vanessa Washington, President Dwayne Williams, Treasurer Marquetta Hollis and Vice President Southern Region Lawrence Sapp.



LOCAL 329 INSTALLATION OF OFFICERS

Local 329 held its installation of Officers event. National President Paul Hogrogian was on hand to conduct the Oath of Office for Local elected Officers. National Secretary-Treasurer Michael Hora and Southern Region Vice President Lawrence Sapp both spoke at the ceremony. Re-elected Local 329 President John (JR) Macon welcomed the members of the National Executive Board and congratulated his Local leaders on their election.



LOCAL 321 AND LOCAL 319 JOINT BRANCH MEETING

Members of Locals 319 and the Local 321 Executive Board came together as a group to discuss the feasibility of an amalgamation between locals 319 & 321. Local 319 President Bob Jacknitsky and Local 321 President Tony Wilson led discussions. Central and Western Region CAD Director's Don Gonzales and David Ross were also on hand to provide valuable feedback and answer questions. National Secretary-Treasurer Michael Hora offered valuable feedback and insight.



LOCAL 300 NEW SHOP STEWARD TRAINING

Local 300 held its New Shop Steward Training. On hand for the training and providing pivotal input were: National Trainer and Eastern Region Vice President John Gibson, and Northeast Regional Director Patrick Donovan.

LOCAL 324 INSTALLATION OF OFFICERS

Local 324 held their Installation of Officers Ceremony. On hand to swear in the officers of Local 324 was National Secretary-Treasurer Michael Hora. Pictured (l-r) Local 324 President Dan Riemann, Recording Secretary Jeffery Chung, Vice President and Branch President-Carmalita Reynolds, Executive Board Member Betty Williams, Treasurer Sharon Dickerson and National Secretary-Treasurer Michael Hora.



SAVE THE POSTAL SERVICE RALLY (ERIE, PA)

Members of the NPMHU, NALC, and APWU joined together collectively for a Save the Postal Service rally in Erie, PA to protest the closing of postal facilities.



LOCAL 309 COUNCIL MEETING

Local 309 held their annual Local Council Meeting. In attendance: (L-R) Vice President and Branch President-Buffalo Lisa Pruchnicki, Branch President- Albany Tanya DeRouville, Treasurer Joyce Miskell, National President Paul Hogrogian, Local President David Wilkin, Branch President -Rochester P&DC and NY State Representative Jerry Smith, Recording Secretary and Branch President-Northwest Rochester Rebecca Bicksler, and Branch President-Syracuse Nicholas Ladd.



LOCAL 302 COUNCIL UPDATE AND SHOP STEWARD TRAINING

Local 302 held both a Council Meeting and Shop Steward Training over 4 days. Local President Anthony Coleman along with his Local Council hosted National Legislative and Political Director Katie Maddocks and a number Local members and leaders for the successful event.



WHITE HOUSE FOURTH OF JULY CELEBRATION

NPMHU Northeast Regional Director Patrick Donovan was invited to the White House for the annual 4th of July Event. Donovan a Marine Veteran joined several other military families invited to the event and managed to get a close-up photo as US President Joseph Biden was greeting the crowd.



LOCAL 301 MEETING WITH SENATOR PATRICK LEAHY (D-VT)

Local 301 leaders meet with staff members of Senator Patrick Leahy (D-VT) over Zoom. The meeting covered both local and national postal issues. Present for the meeting were 3 of Senator Patrick Leahy's Staff. From Local 301 present were: Vice President Sean Sweeney, Branch President-White River Junction and SEBM, VT Scott Lasell, Treasurer Sean Holt, and National Legislative and Political Director Katie Maddocks.



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