

THE MAIL HANDLER

SUMMER 2023

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

NETWORK REDESIGN

REGIONAL PROCESSING AND DISTRIBUTION CENTERS

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OFFICIAL CONVENTION
CALL & RULES FOR
DELEGATE ELECTIONS

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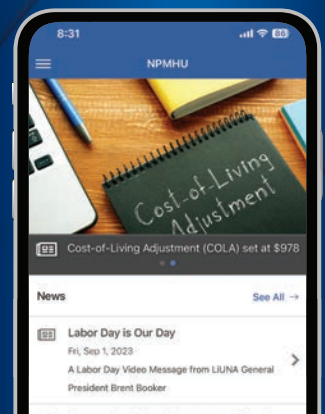
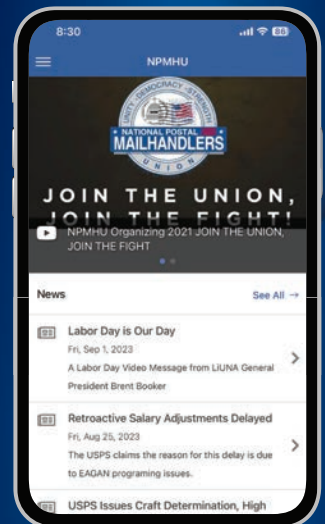
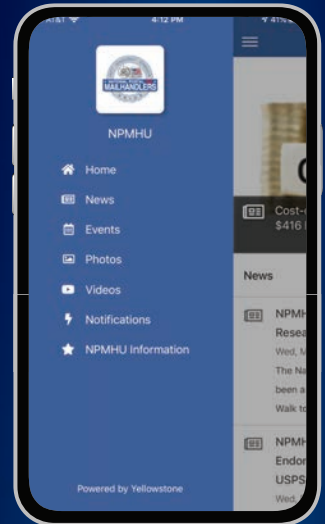
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THE MAIL HANDLER

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MAIL HANDLERS UNION

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ON THE COVER:
Network Redesign

THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

NETWORK REDESIGN

Paul V. Hogrogian, National President



The Postal Service continues to aggressively roll out and implement its new, more comprehensive Network Redesign plan. The centerpiece of the Network Redesign project is the establishment of Regional Processing and Distribution Centers (RPDCs) in approximately 60 metropolitan areas throughout the country. These RPDCs would consolidate all originating letters, flats, and parcels and all destinating parcels from all mail processing facilities within a metropolitan area into one mega-processing center. Most, but not all, of the NDCs transformed into RPDCs. Most of the processing plants from which originating mail was taken would continue to process destinating letters and flats and would be renamed Local Processing Centers (LPC). It is anticipated that there will be up to 180 LPCs functional over the next few years. Many LPCs will also serve as transfer hubs which will facilitate and optimize mail flow from the RPDCs to the delivery units. Some LPCs may be co-located within an RPDC. The Postal Service has also reported that it is their intention to bring back many of the functions of the Surface Transfer Centers (STCs) and Terminal Handling Services (THS),

which have been subcontracted, and house them in the RPDCs. The Postal Service has been sharing some information on its Network Redesign plan but not nearly enough. The plans are fluid and are constantly changing.

The USPS has slightly modified its list of initial RPDC sites. The Postal Service is in the active planning stages for ten RPDCs (all subject to change):

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

It is anticipated that, in all likelihood, there will be extensive excessing of employees from LPCs to RPDCs. The NPMHU will vigorously work to ensure that all dislocation and inconvenience to all Mail Handlers are kept to an absolute minimum in accordance with the provisions of Article 12 of the National Agreement. It is worth repeating that these plans are extremely fluid and

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

The Postal Service also has plans to consolidate many of its delivery operations into super delivery sites called Sorting and Delivery Centers (SDCs). The purpose of the plans is to centralize the delivery functions of several post offices into a single mega-delivery site. It is possible that the Postal Service may establish over 400 of these SDCs throughout the country. The Postal Service has identified the following sites to be in its initial phase of SDCs:

Completed and operational:

1. Athens, GA
2. Brooklyn, NY (parcels only)
3. Bryan, TX
4. Utica, NY
5. Gainesville, FL
6. Panama City, FL
7. Woburn, MA
8. Annapolis, MD
9. Bartlett/Hanover Park, IL
10. Kokomo, IN
11. Topeka, KS
12. Golden, CO
13. Pasco, WA

Effective September 2023:

1. North Atlanta, GA
2. Atlanta NDC, GA

The Postal Service continues to aggressively roll out and implement its new, more comprehensive Network Redesign plan.

3. Bridgeport, CT
4. Chula Vista, CA
5. Mid Hudson, NY
6. Huntington Station, NY
7. Palo Alto, CA
8. Terra Haute, IN
9. Tulsa, OK
10. Waco, TX
11. Irvine, CA
12. Jackson, MS

The USPS and the APWU recently negotiated an MOU concerning the SDCs. One of the provisions states “Distribution and mail processing duties at the S&DC will be categorized as Function 4.” Many managers are under the mistaken impression that all Function 4 work is clerk work. Nothing is further from the truth. The principles of RI 399 apply to Function 4 (Customer Service) as well as Function 1 (Mail Processing). The SDCs will provide opportunities for additional Mail Handler jobs, and we will fight to ensure that we get every position to which we are contractually entitled.

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

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

The NPMHU has also been in discussions with the Postal Service to return

some of the Surface Transfer Centers (STC) work which also has been subcontracted for several years. Initial discussions have been focused on the New Jersey STC. The Postal Service also announced that it will be insourcing the STC operations in Memphis, Indianapolis, and Salt Lake City into existing postal installations no sooner

sites for the Supervisor Apprentice program are Brooklyn, NY, West Valley, AZ, Sacramento, CA, San Diego, CA and Miami, FL.

The second is the establishment of Relief Supervisor positions. EAS-17 Relief Supervisor positions have been established for Customer Service, Mail Processing, Maintenance, and Logistics.

The NPMHU will ensure that the Postal Service complies with all the provisions of our National Agreement, especially those contained in Article 12, when implementing this plan.

than September 2023 and insourcing Northern California no sooner than October 2023.

During the last round of bargaining, a new MOU was negotiated concerning 204B temporary supervisors, which provides that the Postal Service is in the process of developing alternate approaches to recruiting, staffing, and filling temporary supervisor positions, including the possibility of creating EAS positions to do so.

The Postal Service has established two (2) initiatives to address these concerns.

The first is the Supervisor Apprentice program. Under this program, EAS-16 Supervisor Apprentices in Customer Service and Processing & Distribution will receive coaching, mentoring, and training to help develop their knowledge, skills, and abilities before that are placed in an EAS-17 supervisor position. The Supervisor Apprentice program is a 26-week program. Once accepted, applicants will be EAS employees and no longer a member of the bargaining unit from where they came. The pilot

Relief Supervisors provide coverage for front-line supervisors on leave and scheduled days off. Relief Supervisors are responsible for performing the same job duties as existing front-line supervisors. With the introduction of Relief Supervisors, facilities that earn the positions are to eliminate the use of acting supervisors (204Bs). Eliminating acting supervisors and replacing them with full-time career positions should improve our work environment, reduce grievance activity, and stabilize our workforce.

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

MEMBERSHIP / COST OF LIVING ADJUSTMENT

Kevin P. Tabarus, National Secretary-Treasurer



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

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

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

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

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

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

Income can increase with two factors:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Fraternally,



Kevin P. Tabarus
National Secretary-Treasurer

**NPMHU
MEMBERSHIP
RECRUITMENT
VIDEOS**



English
(11 minutes)



Spanish subtitles
(11 minutes)

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

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

NATIONAL OFFICERS

ACROSS THE COUNTRY



NATIONAL PRESIDENT PAUL HOGROGIAN ADDRESSES LIUNA LEADERSHIP CONFERENCE

On August 16, 2023 National President Paul Hogrogian addressed the LiUNA Leadership Conference in New York City, NY. National President Hogrogian explaining to the attendees what a Mail Handler craft employee does, as opposed to other postal employees, and the current issues the NPMHU faces with the Postal Service. National President Hogrogian's speeches at LiUNA Conferences are always received with enthusiasm and support from our LiUNA Brothers and Sisters.



NATIONAL SECRETARY-TREASURER KEVIN TABARUS OFFICIALLY SWORN IN BY LIUNA GENERAL PRESIDENT BRENT BOOKER

Following the announcement of National Secretary-Treasurer Michael Hora's retirement, the NPMHU Executive Board acted swiftly in the selection of Local President Kevin Tabarus as the new National Secretary-Treasurer.

Upon taking the helm and getting off the ground running, National Secretary-Treasurer Tabarus was first sworn in by National President Hogrogian. On July 12, 2023, General President LiUNA Brent Booker swore-in National Secretary-Treasurer Tabarus on the 9th Floor in the LiUNA Board Room, beneath a mural that pictured a Mail Handler.



NATIONAL EXECUTIVE BOARD PORTLAND P&DC VISIT

Following the SAMLU in Portland, OR, the National Executive Board, along with members of Local 315, visited with local members and took a tour of the Portland P&DC. Pictured (l-r) National Secretary-Treasurer Kevin Tabarus, Vice President Central Region June Harris, Vice President Western Region Don Sneesby, Retired Local 315 President David Jarvis, Vice President Northeast Region David Wilkin, Local 315 President Bryan Easley, Vice President Eastern Region John Gibson and National President Paul Hogrogian.

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SAMLU REPORT

— PORTLAND, OR —

The Semi-Annual Meeting of the Local Unions (SAMLU) was held in Portland, OR from August 21 through August 23, 2023. In attendance were the National Executive Board Members, all NPMHU National Office Department Heads, National and Regional Contract Administration Representatives, Officers, and Representatives from the thirty-six (36) NPMHU Local Unions.

MONDAY, AUGUST 21, 2023

National President Hogrogian, in his welcoming remarks, congratulated the new and re-elected Local Presidents; Chris Bentley (Local 297), Yvette Johnson (Local 300), Greg Hill (Local 304), Lisa Pruchnicki (Local 309), Charles Charleston (Local 311), Bryan Easley (Local 315), Tony Wilson (Local 321), Jeff Larson (Local 323), and Sheldon Adams (Local 334). In addition, President

Hogrogian congratulated other recently elected and re-elected Local Union Officers who were in attendance. National President Hogrogian introduced Local 315 President Bryan Easley, the host local, for welcoming remarks.

National President Hogrogian then began a comprehensive presentation of the activities of the National Union since the April 2023 SAMLU, starting with an update on USPS financial



National President Paul Hogrogian



National Secretary-Treasurer Kevin Tabarus



conditions and mail volumes by category for Quarter 3 (April 1 through June 30, 2023) of fiscal year (FY) 2023.

The USPS had a net loss of \$1.7 billion for the quarter and a net operational loss of \$860 million. The USPS reported that total mail volume was down 11.4% compared to the same quarter last fiscal year. First-class mail volume was down 5.9%, continuing the trend. First-class mail volume has declined each

year for the last fifteen (15) years and is projected to continue to decline into the future. Marketing mail posted a decrease of 16 % for the same quarter last year. The Postal Service cites high inflation and lower political and election mail for the decline in marketing mail. Package volume has decreased by 2.4% from last fiscal year but remains higher than pre-pandemic levels. In July 2023 the USPS implemented

Ground Advantage Service. This service offers lower rates for parcels shipped by ground transportation versus air transportation, which should increase parcel volume. Postmaster General DeJoy maintains an optimistic outlook, predicting increased parcel volume into 2023 and beyond as reflected in his 10-year plan.

National President Hogrogian next discussed the make-up of the USPS



Vice President Central Region, Local 306
President June Harris



Vice President Northeast Region
Dave Wilkin



Vice President Eastern Region, Local 308
President John Gibson

Board of Governors. The Board of Governors consists of nine (9) Postal Governors (who serve seven-year terms) in addition to the Postmaster General (PMG) and Deputy Postmaster General (DPMG). The sitting Governors include Robert Duncan, Roman Martinez, William Zollars, Lee Moak, Ron Stroman, Anton Hajjar, Amber McReynolds, Daniel Tangherlini, and Derek Kan. The term for Governors Zollars and Moak has expired. They remain in their positions until other governors are appointed or for a period of one year, whichever comes first. Former Congresswoman Carolyn Maloney (D-NY) and Congresswoman Brenda Lawrence (D-MI) both have expressed interest in serving on the Board of Governors. Both have been allies to the USPS during their terms in Congress. Once President Biden nominates replacement Governors, the Senate Committee on Homeland Security and Governmental Affairs will hold confirmation hearings.

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

National President Hogrogian spoke about the USPS network redesign, noting



Vice President Western Region,
Local 316 President Don Sneesby



Legislative and Political Director
Katie Maddocks



Northeast Region Director
Patrick Donovan



Southern Region Director Eileen Mills



Western & Central Region Director
Don Gonzales



Western Region Director Nick Lehto



Eastern Region Director
Andy Badilishamwalimu



CAD Representative Eugene Horton



CAD Representative Tom Ruther



CAD Manager Teresa Harmon



Executive Director Mail Handlers Benefit
Plan Nina Gallaresi



Assistant to the National Officers
Neil Ryan

that these proposed changes are fluid and ever changing and are driven by facility proximity, volume, standardization, and transportation opportunities.

The key component to the network redesign is the creation of sixty (60) Regional Processing and Distribution Centers (RPDCs) around the country in metropolitan areas. The concept is to combine the multiple mail Processing Centers within a geographic area into a RPDCs. RPDCs will process originating outgoing letters, flats, and all incoming and outgoing parcels. As the Postal Service brings back in-house sub-contracted Surface Transfer Center (STC) and Terminal Handling Service (THS) these operations will be moved into the RPDCs.

The Postal Service will also be establishing Local Processing Centers (LPCs) in existing postal facilities and some within RPDCs. The LPCs will only process incoming letters, flats and will be a transfer hub to delivery sites.

The Postal Service has identified the following sites that will be impacted first:

- Sandston, VA
- Atlanta, GA
- Chicago-Forest Park, IL (South)
- North Houston, TX
- Santa Clarita, CA
- Charlotte, NC
- Greensboro, NC
- Indianapolis, IN
- Portland, OR
- Boise, ID
- Royal Palm, FL
- Chicago, IL (North)
- Oklahoma City, OK
- Nashville, TN
- San Antonio, TX
- Los Angeles, CA

Sandston, VA is up and running. In September, Atlanta, GA, Chicago-Forest



Local 332 President Edvina Tesch



Local 334 President Sheldon Adams



Local 320 President Bernie Gonzalez



Local 331 President Dave Wisneski



Local 333 President Monica Marshall



Local 321 President Tony Wilson

Park, IL (South) and Charlotte, NC will start to move operations into the facility. All four sites are expected to be fully operational by February 2024. We believe that the Atlanta, GA changes will serve as the model for future consolidations. Most, if not all, Network Distribution Centers (NDC) will become RPDCs. The High Output Parcel Sorter (HOPS) and the Matrix Regional Sorter (MaRS) will be in the RPDCs. On August 18, 2023 the Postal Service released the craft jurisdiction determination for the HOPS, with all functions on the machine being awarded to the Mail Handler craft, except the Reject Station, which will be disputed. The HOPS machine is currently in existing postal facilities.

The Postal Service is also in the process of consolidating delivery units (Letter Carriers) within a geographic area into Sorting and Delivery Centers (S&DCs). For example, if fifteen (15) Post Offices within a geographic area has ten (10) Letter Carriers each, all one hundred fifty (150) Letter Carriers would be consolidated into an S&DC. The NPMHU will be fighting to have Mail Handler positions established in these S&DCs. The NPMHU Committee of the Future has established the S&DC Job Creation Taskforce and will be providing training on Wednesday.

National President Hogrogian assured the attendees that the NPMHU will continue to oppose unnecessary consolidations and will take steps to minimize the negative impact to Mail Handlers.

National President Hogrogian next addressed the fact that, despite previous assurances from the USPS, the Postal Service subcontracted Surface Transfer Center (STC) operations in Kansas City, Chicago, Seminole/ Orlando, Atlanta, Cap Metro, Springfield, New Jersey, Northern California, and Southern California. As a result, national level disputes were filed. It appears that the USPS had designs to subcontract out all the STC operations when they

first announced their plans to redesign the STC network in February 2020. An arbitration hearing was held concerning the Kansas City STC, and the NPMHU was victorious in arbitration. Remedy discussions with the Postal Service regarding the implementation of this award have been unsuccessful. A hearing has been scheduled for October for the arbitrator to determine remedy. NPMHU is in discussions with the USPS to bring subcontracted STC work back in-house and located into RPDCs. The USPS recently reported its intention to insource STC operations in Memphis, Indianapolis, Salt Lake City and Northern California when their contract expires in September and October 2023.

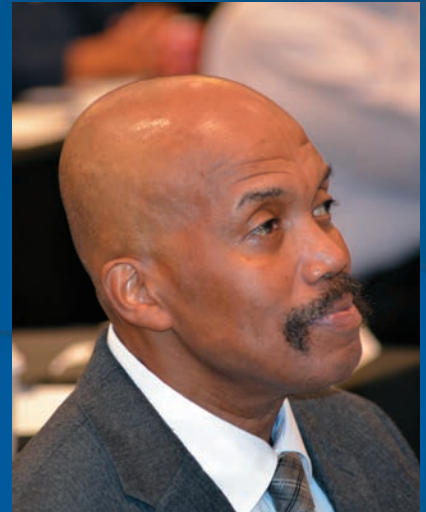
The NPMHU has also made an agreement to bring the Terminal Handling Services (THS) work back in-house. These operations send mail to and receive mail from the airlines and FedEx. The Phoenix, Anchorage, Richmond, Norfolk, Salt Lake City, Spokane, and Kansas City THS operations have already been returned to the Mail Handler craft. The next sites being considered are Atlanta and Charlotte with more to follow.

The next topic that National President Hogrogian addressed was MHA conversions to career full-time regular. The total conversions since the inception of the MHA category is 41,872. Total conversions since the signing of the Residual Vacancy Memorandum are over 39,416. In addition, the NPMHU has begun to see conversions based on the new MOU MHA Automatic Conversion to Career language in the 2022 National Agreement.

National President Hogrogian then highlighted the successes of the Election Task Force noting that the USPS processed 135 million ballots in the 2020 election and 54.4 million ballots in the 2022 mid-term election. Postal Mail Handlers help preserve the integrity of the election process by ensuring that



Local 304 President Gregory Hill



Local 298 President Wayne Foster



Local 300 President Yvette Johnson



Local 301 President Dan St. Marie



Local 303 President Eddie Cowan



Local 305 President Felandria Jackson

97.9% of ballots were delivered within 3 days and 99.7% within 5 days. The 2022 figures were even more impressive with 98.96% being delivered within 3 days and 99.82% of all mailed ballots being delivered within 5 days.

National President Hogrogian concluded his presentation by discussing the issue of 204B temporary supervisors. During the recent round of bargaining, a new MOU was negotiated concerning 204B temporary supervisors, which provides that the Postal Service develop an alternate approach to recruiting, staffing, and filling temporary supervisor positions, including the possibility of creating EAS positions. As a result, the Postal Service has begun to implement two (2) initiatives. The first is the Supervisor Apprentice Pilot Program. Under this twenty-six (26) week program, EAS-16 Supervisor Apprentice will receive training, coaching, and mentoring. Accepted applicants will be EAS and no longer in the bargaining unit from which they came. The second initiative is the establishment of Relief Supervisor jobs. Relief Supervisors provide coverage for supervisors on leave or scheduled days off. In establishing the Relief Supervisor program, Deputy Postmaster General Doug Tulino states "With the introduction of the Relief Supervisors, facilities that earn the positions will eliminate the use of acting Supervisors (also known as 204B work hours). Eliminating acting supervisors and replacing them with full-time career positions should improve our work environment, eliminate grievance activity, and stabilize our workforce."

National President Hogrogian completed his report and opened the floor for questions.

National Secretary-Treasurer Tabarus was the next speaker. He provided a comprehensive report on a host of topics that included Mail Handler complement, regular and associate membership trends and per capita

analysis; revenue projections and allocation among our Union's affiliated organizations; 2023 NPMHU Associate Dues increase and billing process; increase the number of Associate Dues members on Dues Check-Off; review of Cost-of-Living Allowance (COLA) for July 2023; NPMHU Revenue Sharing Program.

As part of the ongoing membership recruitment program, National Secretary-Treasurer Tabarus discussed membership trends and reviewed the recruitment tools available to Local Unions. These tools include a recruitment video available at npmhu.org (on the "Hot Topics" tab) and recommended that the video be used at Mail Handlers orientations. In addition, QR codes were provided to the Local Presidents for the recruitment videos. The Form 1187 submission process was discussed in detail, including how to submit Form 1187 to HRSSC, common errors on the Form 1187, and how to file grievances when HRSSC fails to process Form 1187 within the required timeframe in accordance with ELM 924.5 Implementation of Dues Withholdings.

National Secretary-Treasurer Tabarus reviewed NPMHU financial report (pre-audit) based on financial statements for the 1st quarter (January 1 through March 31, 2023), deficit control measures, and quarterly and annual expense and revenue analysis.

National Secretary-Treasurer Tabarus provided an update on the preparations for the 2024 NPMHU Quadrennial Convention to be held at Caesars Palace in Las Vegas, NV from August 19 through August 23, 2024. Included in the update was a review of the Election Rules for Delegates to the 2024 National Conventions, which were adopted by the National Executive Board on August 20, 2023. This information will be mailed to the Local Unions.

National Secretary-Treasurer Tabarus informed the attendees that the NPMHU is finalizing and formatting



Local 323 President Jeff Larsen



Local 311 President Charles Charleston



Local 307 President James Haggarty



Local 324 President Sharee Rogers



Local 310 President Llsa Greer



Local 312 President Troy Davis



Local 313 President Maurice Torres



Local 315 President Bryan Easley



Local 317 President James Morris



Local 302 President Anthony Coleman



Local 314 President Latonia Johnson



Local 299 President Keala Parker



Local 309 President Lisa Pruchnicki



Local 322 President Kelly Dickey



Local 318 President Nick Mosezar

the PDF version of the 2022 National Agreement. Upon conclusion of the review, the 2022 National Agreement will be printed and shipped in bulk to the Local Unions.

National Secretary-Treasurer Tabarus concluded his presentation with congratulations to the 2023-2024 NPMHU Arthur S. Vallone scholarship program awardees. The process of ordering NPMHU Merchandise on the NPMHU website. The upcoming NPMHU National meetings schedule was provided to all attendees.

The NPMHU Women's Committee Report was presented by Committee Chair and Vice President Central Region/Local 306 President June Harris. Sister Harris discussed current issues that the NPMHU Women's Committee is addressing including lactation rooms for nursing Moms and restroom accommodations for gender transitioning employees. The Committee is also preparing for the booth that they will have at the 2024 National Convention.

The assembly next heard a report from NPMHU General Counsel Matt Clash-Drexler. He reported there is no litigation or pending legal matters involving the NPMHU National Office. General Counsel Clash-Drexler reviewed National Arbitration awards status, the US Supreme Court Groff v. DeJoy decision and a pending Step 4 concerning submission Form 1187.

Legislative and Political Director Katie Maddocks provided an update on what is happening on Capitol Hill. With close political party margins in both the House and Senate, it has been difficult to garner support for legislation, even the non-controversial bills. Simple measures, including keeping the federal government funded, have proven a laborious task. However, the Union still has friends and champions on both sides of the aisle who will speak out on the need for strong service standards as they understand the value of the Postal Service and its

dedicated workforce. While the 2024 elections are more than a year away, it is important for the Mail Handlers Political Action Committee (PAC) to ensure these elected officials remain in Congress.

TUESDAY, AUGUST 22, 2023

The meeting began with the attendees receiving a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan® (MHBP) from Executive Director Nina Gallauresi, Aetna Account Manager Brad Corban and Aetna Account Manager Schann Holladay. MHBP representatives provided an update on all health plan matters including enrollment trends, marketing plans for 2024 Open Season, the upcoming Postal Service Health Benefits Program, and the partial reimbursement program. The health plan presentation concluded with a review of marketing and promotional materials available to Local Unions.

Contract Administration Department Manager Teresa Harmon then provided a full report to the attendees on the activities of the Contract Administration Department since the last meeting of the Local Unions in April 2023. Sister Harmon's presentation was based on the written CAD report that was provided to the attendees and posted on the national website (npmhu.org) at the Member Resource tab, in the MAILES and Shop Stewards Resources link. The following topics were discussed in detail:

- The 2022 National Agreement
- MHA Peak Season Exception Period
- 2022 National Agreement Arbitration Panels
- Mech-Tech
- Fraudulent PostalEASE Access

The next presenter was CAD Representative Tom Ruther who



Local 325 President Dwayne Williams



Local 328 President Todd Larson



Local 329 President JR Macon



Local 330 President Bob Griffith



Local 327 President Steve Buksch



Local 297 President Chris Bernthey



General Counsel Matt Clash-Drexler



AETNA Account Manager Brad Corban



AETNA Account Manager Schann Holladay

provided a comprehensive report on the following subject matter:

- Article 12 Taskforce
- Residual Vacancies MOU
- Function 4 S&DC National Dispute
- Full Time Flexible Mail Handlers
- Priority E-Reassign
- Job Reversions
- RI 399
- High Output Parcel Sorter (HOPS) Craft Jurisdictional Determination
- Matrix Regional Sorter (MaRS)
- Ground Advantage Service

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

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

WEDNESDAY, AUGUST 23, 2023

The attendees received comprehensive training from the Sorting and Delivery Center Job Creation Taskforce. This training provided strategies and tools for securing and arguing for the creation of Mail Handler jobs in S&DCs. The training was conducted by Eastern Region Vice President/ Local 308 President John Gibson, CAD Representative Tom Ruther, Local 318 President Nick Mosezar and Local 322 President Kelly Dickey.



NPMHU Arthur S. Vallone SCHOLARSHIP

COMING IN HOT: MEET THE NEW VALLONE SCHOLARS

The NPMHU Scholarship Committee completed its task of evaluating many applications from well-qualified NPMHU members and members of their immediate families. Fifteen applications were selected out of a total seventy-eight received by March 15th, 2023. After careful review and consideration, a new group of Vallone Scholars has been awarded a scholarship for the next 4 years.

The NPMHU National Scholarship was dedicated and named after Arthur S. Vallone after his untimely passing in 2005. Arthur S. Vallone served as the elected President of Local 309 headquartered in Buffalo, New York and represented approximately 1,500 Mail Handlers throughout upstate New York. Arthur S. Vallone also served 3 terms on the National Executive Board as the Northeast Region Vice President. Vallone's deep commitment to education and learning are just a handful of reasons why the National Postal Mail Handlers Union dedicated this legacy to Brother Arthur Vallone.

The Arthur S. Vallone Scholarship is now in its 23rd year of existence. This award was designed to offer deserving Mail Handlers and members of their immediate families some relief from the financial burden of paying for higher education. With fewer resources becoming available it can be quite a challenge for families to absorb the cost of higher education. As developing an education savings plan is often difficult

for families, the NPMHU has dedicated such an award to deserving individuals.

Each NPMHU Region has been granted up to three scholarship awards in the amount of \$1,000 each, renewable by the recipient for up to four years or until the completion of the students undergraduate or trade school degree, whichever occurs first for a maximum of \$4,000 per recipient over four years.

One core piece of the Scholarship application is the students' essay. It's always fascinating to read over the various applications to get a barometer reading on where the collective heads of our Vallone Scholars are at. Whether hot or cold, each of these individuals has a unique opinion on their futures and the road ahead.

Sanduni Abeyratna touched on diversity after arriving in a new town. In her essay, Abeyratna wrote "I finally began to understand diversity doesn't only refer to the color of skin, but it also represents personality, ambition, strengths, and beliefs. Everyone I met in my new high school was comprised of a different set of emotions, values, and memories that couldn't be duplicated in another person. Everybody had a unique personality and identity that created diversity".

Alexa Knapik touched on equality in her essay. "I have challenged myself throughout high school to make differences in my community, specifically focusing on inclusivity. However, principles of equality, equity, and social justice sadly do not

come easy in a world of people plagued with assumptions and stereotypes.”

Girbie Orenza wrote “I’ve also taken up a part-time job at a small restaurant where I experience a small sliver of the workforce; working has made me appreciate my parents even more, helping me build the trait of dependability as I was really flexible with my bosses and was a diligent worker. At the end of the day, all of my hard work is for my family, who left their home to be able to provide a better future for myself. I am who I am because of my family”.

This year’s group of Vallone Scholars seems to have a positive way of looking

at their futures. These individuals rose out of the pandemic, studying at home in front of a PC screen was how they spent part of their high school careers. Now they are back out in the world, back in the classroom re-discovering the importance of furthering their education. This group of students seem eager to make a difference in the next stage of their lives, they also give me the feeling that they want to make a positive difference in society. Arthur Vallone would be very proud, he too committed himself to these ideals. Best of luck to our new 15 Vallone Scholars, God speed...

The next opportunity to be a Vallone Scholar will present itself in November 2023. If you are a Mail Handler or MHA and have a rising senior in High School, please encourage them to apply for the Arthur S. Vallone Scholarship. The application will be available at www.npmhu.org.

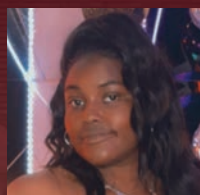
Union Plus has awarded a scholarship to a family member of a Mail Handler for the 3rd consecutive year in a row. The Union Plus Scholarship is currently accepting applications. Applications can be found at <https://www.unionplus.org/>.



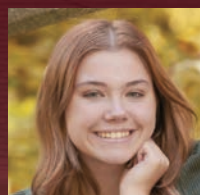
Local 297
**ALLISON
DENNEY**



Local 297
**CHRISTOPHER
SIMMONS**



Local 300
**ANIYA
MAYO**



Local 301
**KAYLIE
SMITH**



Local 303
**GERBIE
ORENZA**



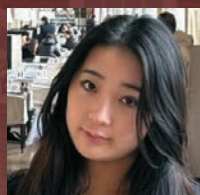
Local 303
**CONNOR
DUONG**



Local 304
**ZION
MOSS**



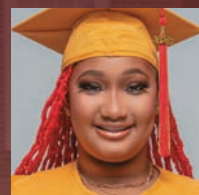
Local 304
**SANDUNI
ABEYRATNA**



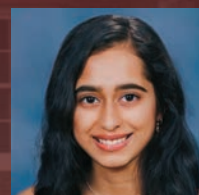
Local 305
**TARA
KIM**



Local 309
**ALEXA
KNAPIK**



Local 311
**FAYTH
FLOWERS**



Local 318
**SNEHI
PATEL**



Local 318
**SHONA
JACOB**



Local 320
**ZACHARY
ORTIZ**



Local 323
**AMARACHI
ABRAHAM**



POSTMASTER GENERAL'S 10-YEAR PLAN

Teresa Harmon, Manager, CAD

Consistent with the Postmaster General's 10-year plan, Delivering for America, the Postal Service is modernizing its network by creating Regional Processing and Distribution Centers (RPDCs) that will be supported by Local Processing Centers (LPCs), and Sorting and Delivery Centers (S&DCs).

RPDCs will be comprised of individual processing and distribution centers that are consolidated into one central mega location. In the next few years, there are plans to create approximately 60 of these RPDCs. These large facilities will process all package volume as well as all originating mail volume for a region. Each of the RPDCs will also serve as a control point for its region, managing the flow of mail in its jurisdiction. This control point is being called a "node" by the Postal Service. Mail will travel in a direct flow from origin to destination point from one RPDC (node) to another (node) by mostly ground transportation.

The RPDCs are being created in either newly constructed or current large facilities that are being modernized. The RPDCs will have common operational designs, engineering layouts, types of machinery, etc. They will also utilize the fastest and most advanced automated package sorters that are available, such as the MaRS and the HOPs machines.

The first nineteen RPDCs to come on line will be Bethpage, Boise, Sandston (Richmond, VA), Palmetto (Atlanta, GA), Gastonia (Charlotte, NC), Chicago NDC, Greensboro, Indianapolis, Jacksonville, Los Angeles, Nashville, Oklahoma City, Palatine, Phoenix, Portland, San Antonio, Houston, Royal Palm and Santa Clarita.

Each of the 60 RPDCs will be supported by several LPCs. The LPCs will be used to process destination letters and flats and will transfer mail and package volume to the region's delivery operations. These LDCs will be comprised of the current P&DCs in the area of the RPDC.

S&DCs will be comprised of individual post office delivery units that are consolidated into one central location. Retail operations will not be moved from the current offices. The Postal Service said that they initially identified existing facilities with excess empty space — the minimum requirement would be that there would be enough room for 2 delivery units and 20 carrier routes. They then identified the offices

with city and rural routes that were within 30 minutes of one-way travel time. The offices also had to have sufficient parking space to accommodate all the additional employees and routes. 928 facilities of the approximate 30,000 existing offices were initially identified as possible S&DC locations. Currently they are saying that there will be approximately 400 S&DCs established in the next five years.

In November 2022, the first S&DCs became operational in two locations — Athens, GA and Brooklyn, NY. Then in February 2023, an additional five sites were opened which include Utica, NY, Gainesville, FL, Bryan, TX, Woburn, MA and Panama City, FL. In June 2023, an additional seven offices became operational, which included: Pasco, WA, Bartlett/Hanover, IL, Owensboro, KY, Kokomo, IN, Williamsport, PA, Topeka, KS and Annapolis, MD. On September 9, 2023, there are an additional eight facilities tentatively scheduled to open: Palo Alto, Chula Vista, Atlanta, Atlanta North, Terre Haute, Huntington Station, NY, Mid Hudson and Waco. The opening of the S&DCs correspond with the "move dates" designated in the APWU National Agreement as the allowed dates for moving the APWU craft employees out of facilities. These move dates occur four times a year.

On May 19, 2023, we received notification that an additional component was being established in the implementation of the Sorting and Delivery Centers (S&DCs), Network Optimization and the Plant Modernization Plan. This was the establishment of Transfer HUBs

As part of the Richmond integration plan, the Postal Service established four Transfer HUBs. One which is located in Richmond which is a current S&DC. The other three are located in Charlottesville, Hampton and Norfolk, VA, which are slated to be S&DCs in the near future.

The intent of the transfer hubs is to process packages and cross dock packages, letter and flat volume for downstream post offices and delivery units. It is anticipated that many of the S&DCs will have Transfer HUBs as part of their facility.

With these upcoming changes to the Postal Service's network, we can expect to see reversions, abolishment, and changing of hours and scheduled days off of the current bids. When these changes occur, it could result in mail handlers being excessed from their sections or even possibly from the installation.

When management makes the determination that mail handlers must be reassigned within an installation due to an excess of employees within a section, the provisions of Article 12.6C4 of the National Agreement will apply in most cases. 12.6C4a provides that the identification of assignments that comprise a section is to be determined locally through local negotiations. Those local negotiations, which are covered in Article 30, are normally conducted shortly after each new National Agreement. The identification of what is considered a section is usually shown in Item P or Item S of the installation's Local Memorandum of Understanding. Article 12.4 allows that a section may be defined as: a pay location, by floor, tour, job within an area, type of work, by branches or stations, entire installation, incoming or outgoing. If no sections are established by local negotiation, the entire installation shall comprise the section. When the entire installation is the section, the provisions of Article 12.6C4 will not apply. In that instance, other provisions of Article 12 covering abolishment, reposting and bidding of assignments will apply.

Under Article 12.6C4b and 12.6C4d, management must first identify the full time duty assignments that are to be abolished and the junior full time mail handlers that will be reassigned. The employees who will be reassigned from the section, will be the junior full time employees in the section who are the same salary level (either Level 4 or Level 5) of the assignments that will be abolished. These mail handlers may not be the actual employees holding the bid positions of the assignments that are being abolished. These junior employees who are excessed will become unassigned regulars, shall retain their seniority and salary level, and may bid on any existing vacancies for which they are eligible to bid. They also will be assigned a fixed schedule until they either successfully bid or are placed in a residual vacancy.

These reassigned employees are also entitled to retreat rights back to the section upon the first residual vacancy in their salary level. Failure of the reassigned employee to accept the first residual vacancy will end their retreat rights. The right to retreat to a lower salary level in the section such as in the case of a Level 5 to a Level 4 vacancy is optional and does not end the retreat right entitlement.

It is important to note that under Article 17.3C, an employee serving as a steward or chief steward may not be involuntarily reassigned to another tour, station or branch of the installation unless there is no job for which the employee is qualified. This language does not apply to alternate stewards.

The provisions in Article 12.6C4d apply to the employees who remain in the section. Management must implement an expedited selection process for the duty assignments that remain. This process allows the senior employee whose job was abolished to now be offered his/her choice of duty assignments in their same level that are remaining in the

section, starting with the duty assignment that was held by the employee that was junior to him/her. That process continues in seniority order until all of the duty assignments are filled. Any employee who declines to make a selection will be assigned to the remaining duty assignment remaining after the expedited selection process is over. The results of this expedited selection process become effective at the beginning of the next pay period.

It is important to remember that all newly created duty assignments, duty assignments where the scheduled hours are being changed more than four hours and duty assignments where the scheduled days off are being changed must be posted for bid for the entire installation. These assignments are not offered as part of the expedited selection process.

It is important to remember that all newly created duty assignments, duty assignments where the scheduled hours are being changed more than four hours and duty assignments where the scheduled days off are being changed must be posted for bid for the entire installation.

When it becomes necessary to excess from the facility, Article 12.5 sets forth the principles that are applicable to all excessing situations. These provisions state that the following should occur: that dislocation and inconvenience to the regular workforce be kept to a minimum; that if a major relocation of employees is planned, the parties must meet at the national level at least 90 days in advance of implementation; that an Area/Regional meeting must also take place as much as six months in advance if possible, where the Union will be advised of the anticipated impact by craft, and of the installations with available vacancies for the employees to be reassigned; that to minimize the impact on the regular workforce, MHAs will be separated to the extent possible prior to excessing Full Time Regular career Mail Handlers from the installation; and that the junior full time employee subject

to excessing has the option of reverting to part time flexible status, if available in that installation, instead of being reassigned.

The provisions that cover the reduction of the number of employees in an installation other than through attrition are found in Article 12.6C5. Before excessing outside the installation, management must identify the number of excess junior employees in the craft. Those employees who meet the minimum qualifications for vacant assignments in other crafts in the installation will be involuntarily reassigned into those vacant positions that are in the same (equivalent) or lower level. Article 12.6C5a4 of the National Agreement allows that prior to reassignment outside of the installation, any senior employee who has been identified as excess and who meets the minimum qualification standards for the vacant assignment in other crafts may volunteer to remain in the installation in the other craft in lieu of the junior employees who are identified as excess. The excess employees who are placed in these other craft positions will be returned to the mail handler craft at the first opportunity.

Article 12.2G6 establishes the seniority for any mail handler who is involuntarily reassigned. A mail handler who is involuntarily moved from one installation to another will have their seniority established as the employee's time in the Mail Handler craft in the losing installation. This would mean that an employee would take their seniority with them and would be merged into the gaining facility seniority list.

Employees who have been reassigned also have retreat rights. This means that the employees shall be entitled to be returned to the first vacancy in any level in the craft in the installation from which they were reassigned. Employees are retreated by the seniority that was held in the losing installation. The right to retreat is honored until the employee withdraws or declines to accept an opportunity to return. Under provisions added in the 2011 National Agreement, these retreat rights are automatic and a mail handler need not apply for them.

A senior mail handler in the same installation, who is not subject to be excessed, may also volunteer to be reassigned to the gaining facility in lieu of the senior full time employee who was to be involuntarily excessed. This

A senior mail handler in the same installation, who is not subject to be excessed, may also volunteer to be reassigned to the gaining facility in lieu of the senior full time employee who was to be involuntarily excessed.

When it becomes necessary to excess outside of the installation, mail handlers are excessed by inverse seniority by status (Full Time Regular, Full Time Flexible, Part Time Regular, Part Time Flexible) regardless of their level. Whether an employee is on limited or light duty would have no bearing on the employee being excessed. The only factor in determining who will be excessed is seniority.

The Regional Director for the NPMHU will be notified at least thirty days in advance of any excessing outside of an installation that does not involve employee relocation. The notice will include a list of potential vacancies for reassignment. The impacted employees will also receive the same notification. When relocation benefits are applicable, the Regional Director and the impacted employees will receive at least a sixty-day notification which will also include a list of potential vacancies.

Relocation benefits include moving, mileage, per diem and reimbursement for movement of household goods. Relocation benefits are not available unless you are involuntarily reassigned to a facility where your new commute is fifty miles or more than your current commute. In depth information on relocation benefits can be found in Handbook F-15C, Relocation Policy.

“senior in lieu of” employee would take the seniority of the senior full time employee that he or she would be replacing. The senior employee who accepts the reassignment as a “senior in lieu of” does not have retreat rights back to the installation.

To also minimize the impact of excessing in an installation, the parties have agreed to a Memorandum of Understanding Re: Excessing Issues. This MOU allows all mail handlers in a facility that is experiencing excessing to have priority eReassign status. This means that the employee will be able to request a voluntary transfer to another facility, with placement on a preferred listing. The priority status begins the day that the Regional Director is given an impact notice and continues until the excessing from that installation is completed. An employee's work, attendance, and safety record are not considered when applying for transfer under the terms of this MOU. This is considered a voluntary transfer. An employee would start a new period of seniority, would receive no relocation allowances, and would have no retreat rights.

If you have any questions about any of these processes, please see your steward.

CONGRESS HAS QUESTIONS ABOUT SERVICE

Katie Maddocks, Legislative and Political Director



Postmaster General Louis DeJoy faced service questions during an at-times terse congressional hearing on May 17. Aggravated members of the House Subcommittee on Government Operations asked the only witness why their constituents' mail was severely delayed and why assistance from the United States Postal Service was lacking. PMG DeJoy responded that, within the past two years, 98 percent of the country receives their mail and packages within less than three days. However, Representatives Tim Burchett (R-TN-02), Jeff Duncan (R-SC-03), Becca Balint (D-VT-AL) rejected that assertion, raising specific concerns within their districts and states that their constituents experienced with delayed mail and packages, casting doubt in the abilities of the Postal Service.

Representatives Russell Fry (R-SC-07) and Greg Casar (D-TX-31) brought up concerns with dilapidated working conditions that cause safety issues for workers and hinders service to customers. Rep. Fry relayed frustrations of a post office facing maintenance issues that not only impacted the postal building itself but caused traffic issues on a busy road. Similarly, Congressman Casar addressed problems of overheating in facilities that lead to safety concerns of workers. Not only had Congressman Fry and Casar reached out to the USPS on the issue, but so had Senators Lindsay Graham (R-SC) and Tim Scott (R-SC). The Postal Service provided no adequate response. Instead, Mr. DeJoy conceded he inherited deferred maintenance

issues, but he does not see it as a widespread problem.

Mirroring concerns and questions from the Mail Handlers, Congresswoman Balint wanted reassurances from the PMG that network changes resulting in new Sorting and Delivery Centers (SDCs) will not further erode service along with employee terms of employment. Mr. DeJoy responded that SDCs will "save service" as the current system is geared towards volume expectations that do not meet current volume reality.

As President Hogrogian has expressed, often it feels like the new SDCs are high on concept and short on detail. The NPMHU is following this issue closely to make sure that the implementation of SDCs will not be disruptive not just to postal customers, but to postal employees as well.

COUNTDOWN TO SHUTDOWN

Here we go, for what feels like the hundredth time — Congress is on another collision course towards a federal government shutdown. Members of the House of Representatives and the Senate are struggling to develop spending levels for the upcoming fiscal year, with factions within the parties threatening to not support bills if certain amendments are included. At best, a continuing resolution (CR) could be reached which would carry-over spending levels from the current fiscal year. This scenario not only ignores the inherent fact of rising costs that the country is facing, but it would also trigger a stipulation from the earlier deal to raise the debt

ceiling that calls for a one percent cut to all federal agencies if a CR is implemented for a full fiscal year. And this one percent cut is just a floor, not a ceiling — members of Congress could call for deeper cuts.

While a federal government shutdown will not directly impact the Postal Service or NPMHU members as USPS is not an appropriated agency, it will directly impact federal agencies and departments' abilities to meet their congressionally mandated missions and goals. A shutdown will directly affect agencies that support victims of natural disasters, provide aviation and border security, assist taxpayers, allow businesses to grow and expand, keep our communities safe and guard our prisons, and make sure that the food we eat and the products we use are safe. Additionally, shutdowns have a devastating impact on the national economy. In 2013, the federal government shut down for seventeen days at a cost of \$24 billion, while the partial federal shutdown from December 22, 2018, to January 25, 2019, cost \$11 billion.

Over sixty percent of the members of the U.S. House of Representatives were in office during the 2018/2019 shutdown, and over eighty percent of the U.S. Senate were in office at the time. Hopefully, memories of the impact of the last shutdown were long-lasting and will provide motivation for elected officials to come together to develop bipartisan spending levels. However, we're already hearing rumblings of an impasse due to right-wing Republicans not backing down on cuts to spending

while left-wing Democrats are calling for stronger protections of social programs. By the time of publication, we should have a better idea of whether these notions are just talk or if a compromise can be made.

STRIKE FEVER

It's hard not to be aware of strikes occurring across the country. Thanks to their celebrity union members, the most well-known are the concurrent strikes by the Writers' Guild of America (WGA) and the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA). Additionally though, there are several smaller strikes happening across the country, including those from UNITE Here, IBEW, and UFCW. The United Autoworkers Union is preparing for a possible strike against the three major American auto manufacturers — GM, Ford, and Chrysler — if contract agreements cannot be reached.

In the favor of these striking workers, national approval of unions is currently at its highest since 1965 according to an August 2022 Gallup poll. While sixteen percent of households across the country have a union member, seventy-one percent of Americans see labor unions

as a benefit to workers. When asked the reasons for joining a union, 65 percent of respondents to the poll indicated it was for better pay and benefits; 57 percent said it was for better employee rights; 42 percent said it was for job security; and, 34 percent said to obtain a better pension or retirement plan.

To ensure that all Americans have access to union representation, the Mail Handlers Union will continue to advocate for legislation that promotes labor rights. The Protecting the Right to Organize (PRO) Act, H.R. 20/S. 567, ensures that workers in right-to-work states can still be represented by unions, allowing unions to enter into contracts with employers to collect dues from the workers they represent. Those who face retaliation due to their union involvement will be protected from loss of work, providing a right to an injunction so workers can return to work while they wait for their case to be resolved. The bill also allows for supportive boycotts and strikes, so unions can show solidarity with their brothers and sisters without the threat of being replaced while striking. If employers violate these rights, workers will be able to seek justice in a court of law if the NLRB fails to act.

Furthermore, the PRO Act expands the penalties employers will face if workers' rights are violated. Under the PRO Act, employers would face fines issued by the NLRB for wrongful termination as well as personal liabilities imposed on directors or other members of corporate leadership who actively violate workers' rights or fail to take preventative action. The bill will also ensure that employers cannot force employees to waive their right to class-action and collective lawsuits. Employers will also be required to educate their workers on rights under the improved NLR Act.

The support the PRO Act is receiving in both the House and Senate is reflective of an overall shift in attitude towards the benefits of labor. In the Senate, the Health, Education, Labor and Pensions Committee reported on the bill, while the House bill has two Republican co-sponsors. This might seem insignificant, but this is the first time in decades it can be called bipartisan. With this growth of support, the NPMHU is seeing a better understanding and benefits of organized labor from moderate and conservative members of Congress — what the Union has always understood.



Legislative & Political Director Maddocks speaks out on the need to repeal the government pension offset (GPO) and the windfall elimination provision (WEP), a key NPMHU legislative issue.

2023 PAC

INCENTIVE AWARDS



2023 PAC INCENTIVE AWARDS

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



YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at www.liteblue.usps.gov. Follow the instructions printed on pages 28 and 29 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are six distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



NOTICE CONCERNING CONTRIBUTIONS:

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

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

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

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

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



(Cut here and return to NPMHU PAC)



YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

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

Address _____ Local _____

Employer (if other than USPS) _____ Job Title _____

Contribution Amount: (Please check one):

- \$26 (Member) \$52 (Sponsor) \$100 (Activist) \$250 (Leader) \$500 (Ambassador)
- \$1000 (Super Ambassador) _____ Other _____

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

VISA MASTERCARD Acct.# _____ CVV# _____

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.



DRAMATIC CHANGE /S COMING

BY JOHN GIBSON, EASTERN REGION VICE PRESIDENT, LOCAL 308 PRESIDENT

In the most recent National Postal Forum, Postmaster General Louis DeJoy described, in some detail, his vision of the future of the Postal Network and the United States Postal Service. The PMG's presentation can be viewed in its entirety at about.usps.com/newsroom/national-releases. During his hour-long keynote address, the underlying theme as presented by Mr. DeJoy was unmistakable. In the view of the PMG "dramatic change" to the entire network is not only required, but it is, in his view, the institution's only path to survival. The PMG is absolutely convinced that without these radical, historic changes, the Service, as we know it, is doomed. Louis is so committed to this version of the inevitable that he invoked the necessity of stating "dramatic change" nine times in the span of 73 seconds during his speech. We quote,

"To overcome the significant consequences of the past, the Delivering for America plan sets forth the dramatic changes required to every aspect of our Postal environment. These dramatic changes must be done at a pace, and with a tenacity that is rarely seen, and rarely necessary, in government or private industry. We must implement dramatic change to continue to unwind the years of outdated bureaucratic policies and processes. We must implement dramatic change to correct for years of faulty business, operational and employment practices that have made it difficult, if not impossible, for our employees to serve effectively. We must implement dramatic change because we have a demanding and encumbered service obligation to the nation, and in order to fund that obligation we must find a way to compete in a modern world against well-managed and creative competitors. We must implement dramatic change because the time for more subtle or incremental change has long ago passed, necessitating the

transformational changes we need today. And finally, we must implement dramatic change because it is the desire of the American people for us to continue to serve for decades to come. And we cannot fulfill that desire without pursuing more dramatic change! The requirements to make dramatic change have been obvious and visible for a long time."

Brothers and Sisters, as many of you already know, the ball is beginning to roll, and the changes the PMG described include the creation of several new types of mail processing facilities like the Regional Processing & Distribution Center (RP&DC). This is the mail processing centerpiece of DeJoy's revolutionary transformation. Local Processing Centers (LPC's) will feed the RP&DC's to some extent and the Sorting & Delivery Centers (S&DC's) will combine or aggregate neighboring carrier stations into a larger facility. This aggregation could potentially create an environment conducive to creating additional mail handler positions in these aggregated facilities.

The timing and full impact of all of these changes for mail handlers across the country is not yet known. The so-called first wave of this transformation has begun, and the focus of our National President and our Contract Administration Department is now trained on protecting the rights of mail handlers during a process that will be the most tumultuous we have ever experienced. These will be unpleasant times for many as we prepare for the worst from management and you should know that we do not support, approve of, or condone these historic changes and we fully intend to minimize the impact to those we represent to the fullest extent the collective bargaining agreement can muster.

To suggest that these will be challenging times is an understatement to be sure. It is expected that disruption to schedules, changes to work locations, and even excessing



from installation to installation will be the norm. It is not expected however that the total number of career mail handler positions will be reduced as a result of these changes. Undoubtedly there will be some pain during this transformation, but it is not unendurable as it is anticipated that this great Union and its membership may very well experience growth following this adversity and come out on the other end of this stronger and more potent than ever before.

Article 12 of our National Agreement will control much of what will transpire during the difficult months ahead with language requiring that “dislocation and inconvenience to employees in the regular work force shall be kept to a minimum, consistent with the needs of the service.” This is the guiding principle of, arguably, the most complex set of provisions within the contract. We can assure all mail handlers with the greatest of confidence that this National Union will lead and stand ready in our collective effort to hold the employer to account for any breach of the contract as the PMG’s plan rolls out across the country. As you may very well expect, abiding by this guiding principle, or any other contractual promise for that matter, is never easy for the employer. Of course, each Local Union with the scores of shop stewards and other representatives along with the invaluable assistance and guidance of our national leadership, including the Contract Administration Department, will be fully prepared to fend off any management advances in violation of the National Agreement. Many of the affronts to our binding contract in this regard will predictably occur on the local level where the employer does not always enjoy a full grasp of the contractual provisions at play and too often doesn’t really care to. Unfortunately, this is where the pain of their mistakes can be its sharpest and where our resulting frustrations are at their peak. This is where the inevitable battle to protect against unnecessary “dislocation

and inconvenience” begins and our commitment to this principle cannot waver. As a collective, we are infinitely stronger unified than we are divided; and I expect nothing less than an aggressive posture from this Union as we minimize the impact of these monumental changes to the lives of mail handlers while we seize the opportunity to become an even stronger force and continue to advance the interests of this membership.

To this end there are already significant protections and potential opportunities provided by the collective bargaining agreement under these difficult circumstances for many of those who may be impacted. We should all recognize that those who may be moved involuntarily from one installation to another must retain the seniority they earned in the losing facility. Those eligible mail handlers interested in a voluntary reassignment during this upheaval can receive priority consideration when requesting a voluntary reassignment to a desired location. This means adverse attendance and safety records, for example, could not be held against the employee and would not be disqualifying. It should be noted however, that voluntary reassignments would require a new period of seniority in the gaining installation. We encourage all to ask questions and discuss your concerns with your Local Union representatives when weighing your options.

Brothers and Sisters, there is no magic contractual bullet or wand that can be waved. Impacts will occur and your Union will enforce the rules to the fullest extent the contract will allow in order to minimize the inconvenience that will occur. What we won’t do is to bullshit you or pretend the DeJoy plan can be cancelled simply because we don’t like it. The truth isn’t always easy, but it is always necessary.

In Solidarity,
John



HOW MANY IS TOO MANY? WHEN DRINKING BECOMES A PROBLEM

Nina Gallaresi, Executive Director, MHBP

For some people, a glass of wine, a beer, or a cocktail is an occasional treat. Others struggle to stop at just one or even many drinks. Some may drink alcohol in moderation, but still feel like they're not in control of their drinking. How do you know if alcohol has become a problem for you?

Some people should avoid alcohol completely. These include pregnant women and people who take certain medications. For most adults, experts recommend men limit alcohol to no more than two drinks per day, and women to no more than one drink per day. Drinking less is better for your health than drinking more.

"And you aren't supposed to save those up and drink them all on a Saturday night," says Dr. George Koob, director of NIH's National Institute on Alcohol Abuse and Alcoholism. This type of drinking, called binge drinking, is especially dangerous. Binge drinking is when you have five or more drinks within a few hours for men, and four or more for women. Examples of a standard drink size are a 12-ounce glass of beer, a 5-ounce glass of wine, or 1.5 ounces of hard liquor.

Binge drinking can lead to blackouts or even deadly overdoses. Heavy drinking in general can cause many health problems. These include liver disease, heart and lung problems, and muscle and bone weakness.

There has been some recent good news about drinking in the U.S. "We've seen a steady decline in underage drinking," Koob says. "And deaths associated with driving while intoxicated have, overall, gone down."

"We've also seen movements for things like 'dry January,' 'sober curious,' and bars serving non-alcoholic cocktails," Koob explains. "People are more aware that there are individuals who don't want to drink."

But there's also bad news. Over the last two decades, deaths involving alcohol use have more than doubled. The biggest increase has been for women.

The COVID-19 pandemic may have made things worse. "Quite a few studies indicate that people tried to cope with the stress of the pandemic by drinking," says Koob. "And there were stressors all over the place. Isolation. Loss of jobs. Worry about getting sick. And, for women in particular, increases in responsibilities at home."

RETHINKING YOUR DRINKING

Alcohol use disorder is when you can't stop or control your alcohol use despite damage to your work, health, or personal life. This doesn't look the same for everyone. It's a complex disorder and can be mild, moderate, or severe.

"Alcohol use disorder is not caused by a single thing," says Dr. Robert Messing, who studies alcohol and the brain at the University of Texas. "Different people can have different combinations of symptoms."

It helps to know what symptoms to look for so you can make changes to your drinking habits early. If alcohol is causing problems in your life, many effective therapies are available.

Talk therapies, like cognitive behavioral therapy, can help you learn your triggers for drinking and ways to manage them. Peer groups can provide you with support through your recovery.

"And there are very good, safe medications," says Dr. Nancy Diazgranados, who treats people with alcohol use disorder at the NIH Clinical Center. "They take away the cravings, or the desire or need for that next drink. That makes it easier to quit because you're not thinking about that next drink all day." These non-addictive medications can be prescribed by a physician.

Some people may benefit from family counseling to help repair relationships damaged by alcohol use, Diazgranados says. Other types of therapy, such as recreational and vocational therapy, teach people how to avoid alcohol in their personal and work lives. You have a better chance of recovery when you use many of the different treatments at the same time, she says.

CHANGING YOUR BRAIN

You may not succeed the first time you try to quit or cut back on drinking. Relapse is common in alcohol use disorder. "If you have a slip every once in a while, we still consider you to be in at least the early stages of recovery," Koob says.

It can take many tries to regain control of your alcohol use. That's because alcohol can actually change your brain. Researchers are trying to better understand those changes and how to reverse them.

Diazgranados' team is comparing brain differences between heavy drinkers, moderate drinkers, and people who don't drink.

"We want to know how brain functions are affected by drinking," she explains. They're using brain scans to look at alcohol's effects on different brain areas. Those areas could then potentially be targeted with new treatments.

Messing's lab is looking at ways to change the brain's responses to alcohol, too. They're especially interested in the brain's inflammation response.

"Hangovers are made better by anti-inflammatory drugs, like aspirin," explains Messing. "That's probably an indicator that inflammation is caused by heavy drinking."

His team is looking into whether that increased inflammation triggers brain activity that then causes people to drink more—and how to prevent that with medication.

Understanding how alcohol changes the brain could lead to new ways to prevent and treat addiction. But for now, if you're struggling with alcohol, talk with someone you trust.

"Seek help, whether it's from your health care provider, or a pastor, or a friend," says Diazgranados. "There's always someone willing to help you through treatment."

WHAT'S YOUR RELATIONSHIP WITH ALCOHOL?

If you answer "yes" to two or more of these questions, talk with your health care provider about alcohol use disorder. In the past year, have you:

- Had times when you ended up drinking more, or longer, than you intended?
- More than once wanted to cut down or stop drinking, or tried to, but couldn't?
- Wanted a drink so badly you couldn't think of anything else?
- Found that drinking—or being sick from drinking—often interfered with taking care of your home or family? Or caused job troubles or school problems?
- Continued to drink even though it was causing trouble with your family or friends?
- Given up or cut back on activities that were important or interesting to you, or gave you pleasure, in order to drink?
- Had to drink much more than you once did to get the effect you want? Or found that your usual number of drinks had much less effect than before?
- Found that when the effects of alcohol were wearing off, you had withdrawal symptoms, like shakiness, nausea, sweating, or a racing heart?

- More than once gotten into situations while or after drinking that increased your chances of getting hurt?
- Continued to drink even though it was making you feel depressed or anxious or adding to another health problem?

MHBP RESOURCES TO ASSIST YOU

MHBP has extensive resources to assist with mental health and substance use disorder treatment and your cost-sharing responsibilities are no greater than for other illnesses or conditions.

BEHAVIORAL HEALTH SUPPORT

MHBP provides resources and support to help you address mental health or behavioral health conditions like anxiety, depression, substance use disorders, domestic violence and more. Our team will work with you, help you understand your benefits and guide you through the wellness programs we offer. We are here to support you, get you connected with a clinical social worker, psychologist or other behavior health professional to obtain the right treatment, the best services and resources to manage the daily obstacles that may be keeping you from achieving a healthier happy life.

ABLE TO PROGRAM

MHBP offers a 8-week personalized web-based video conferencing treatment support program designed to address unique emotional and behavioral health needs of members, including support for behavioral health conditions such as: depression, anxiety and panic, stress and alcohol/substance abuse.

BEHAVIORAL HEALTH TELEMEDICINE

MHBP includes Behavioral Health telehealth service providers that allow health care professionals to use interactive audio, mobile and/or video for diagnosis, consultation or treatment. Behavioral Health Televideo Services is a rapidly growing and evolving form of treatment. Licensed health care professionals provide services using real-time video conferencing. With this state-of-the-art communications technology, health care professionals can provide services to members who may not have been able to access services in the past.

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

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

Sources: National Institutes of Health: <https://newsinhealth.nih.gov/> | [MHBP.com](https://mhbp.com)

MHBP STANDARD OPTION: Low rates + rich benefits



Comprehensive coverage at an affordable price

The MHBP Standard Option is setting a higher standard for federal employee health plans — at a lower cost.

The plan's low copayments keep your costs down and out-of-pocket expenses predictable.

With network providers, the plan pays 100 percent for annual exams, lab tests, maternity care and more. For services like diagnostic tests or surgery, this plan has you covered.

STANDARD OPTION BENEFITS INCLUDE:

- Up to \$350 in wellness rewards
- No out-of-pocket costs for maternity care
- No cost for telehealth through Teladoc®
- No cost MinuteClinic® at a CVS Pharmacy®*
- 40 alternative care visits per year for chiropractic care and acupuncture
- No cost for Lab Savings Program

2023 STANDARD OPTION RATES

Competitive rates with comprehensive coverage and low copays for doctor visits and most services.

Federal Employee Biweekly Premiums

Self	\$ 80.61
Self plus One	\$ 185.54
Family	\$ 187.33

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

CONNECT WITH MHBP



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

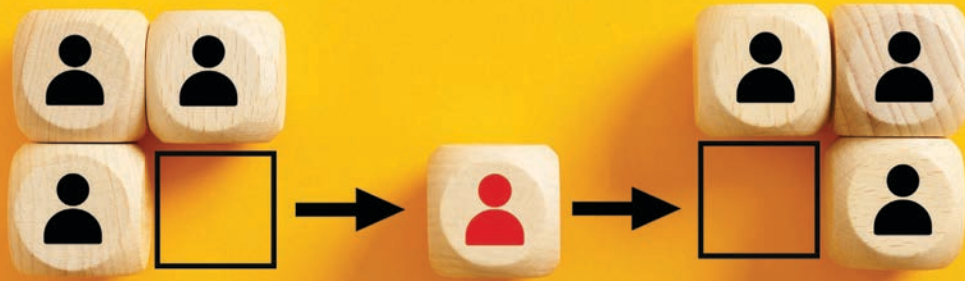
Or visit **MHBP.com** to schedule a one-on-one phone consultation, start a live chat, register to attend a webinar or learn more about MHBP plans.

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

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This is a summary of the MHBP Standard Option plan. Before making the final decision, please read the 2023 official Plan Brochure (RI 71-007). All benefits are subject to the definitions, limitations and exclusions set forth in the 2023 official Plan Brochure.

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PRIORITY TRANSFERS

BY TOM RUTHER, NATIONAL CAD REPRESENTATIVE



One of the worst things in an employee's career is when a facility is having an excessing event. What is excessing? It is the need by the Postal Service to decrease the number of employees within a section or facility. The manner that this is done is regulated by Article 12 of our National Agreement, specifically Articles 12.5 and 12.6. The main principle of reassignments through excessing is to keep the dislocation and inconvenience to a minimum. Due to this principle the USPS and NPMHU have signed many Memoranda of Understanding (MOU). One such MOU concerns "Excessing Issues." Its sole purpose was to lessen the inconvenience when Mail Handler employees are being involuntarily reassigned into Mail Handler vacancies in another installation. Specifically, it requires the USPS to excess by strict seniority rather than by level, sets forth an eligible employee's veteran preference rights, lays out the required notices to be provided by the Postal Service, and it gives the Mail Handlers from the impacted facility who wish to transfer "Priority Consideration".

When the USPS deems it necessary to decrease the number or in some cases close a facility completely, they must send notification to the Regional Director of all the Unions involved and to the impacted employees. The Postal Service must provide at least 30 days notice when the excessing will not cause relocation benefits and 60 days if it does,

please see CAD Manager Teresa Harmon's article where she discussed relocation benefits. This notification is to include a list of potential vacancies for reassignment. Once this notification is received the losing facilities' employees will be given what is called "Priority Consideration" to transfer. Priority Consideration is only for employees where there is an event causing Mail Handlers to be excessed from a facility and all Mail Handlers in the losing facility will be given this consideration.

Under the Priority Consideration, a Mail Handler requesting a voluntary transfer will be placed at the top of the transfer list for that facility, and management will have to accept the employee without any review including attendance, discipline, or safety record. It is important to note that the Mail handler will have to reapply for any transfers that they may have requested prior to the event. Management won't change an existing transfer to priority consideration. This is also not a guarantee of a transfer, as the other regular transfer rules will continue to apply, including those in the MOU "Filling of Residual Vacancies". There must be a residual to transfer into, and it has to be compliant with the 4-1 ratio on conversions and transfers. Once an employee receives a voluntary transfer through eReassign, they will not receive relocation benefits, retreat rights, and they will receive a new seniority date.



“ADAPTATION NEEDED”

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

There are numerous changes that are happening throughout the USPS. We have machines coming and going. Bids being abolished and reposted. Facilities are undergoing name changes and endless renovations. We are seeing more “so-called” upgrades than we have ever seen in our postal career. Some we can kind of understand, but others we cannot grasp. What in the devil is going on around here?

These questions are constantly being asked of Union representatives. Most do not believe that what we told them yesterday was changed before it reached their ears. They wonder if we are making things up as we go along. But truthfully, we are sharing the information as we get it. In some of the facilities, the craft knows what is happening before we do. And this sometimes causes our representatives, as well as the membership, anxiety, and confusion. **We have to live in it, to get through it.** Not too many people are comfortable with the

changes we are now experiencing, but this is the new life in the USPS. Do not pack up and leave.

I encourage my Brothers and Sisters to be involved in your local Union. Attend the meetings and ask the questions. It is necessary that you familiarize yourself with the contract. No, you do not have to be an expert, but you should know your basic rights. We need to know that allowing managers to perform our bargaining unit work hurts our craft. It may seem fine and dandy to watch someone else perform your duties, but in the end, we are endangering contractually negotiated positions for our craft. The Mail Handler craft survival depends on all of us. Protecting our positions, the growing of our membership, and the gaining of additional jobs for our craft is a definite fight. But I know that we are up to the fight. We will push back and fight for our rights and protection. Together is how we can reach this goal. It is achievable if we work in unity. The NPMHU needs you, now more than ever!!



The National Postal Mail Handlers Women's Committee gathered at the completion of the SAMLU to discuss various topics and strategize for the future. The Women's Committee has always been open to new members and observers, this meeting had several guests join in on the discussions. Pictured 1st row (l-r) National Secretary-

Treasurer Kevin Tabarus, National President Paul Hogrogian, Vice President Central Region June Harris, Local 322 President Kelly Dickey, Local 315 Debra Robinson, Local 306 Treasurer Tanisha Ruth, Local 311 Treasurer Roxie Olds Pride, Local 311 Recording Secretary Dana Davenport, Local 310 President Lisa Greer. Pictured 2nd row (l-r) Local 323 President Jeff

Larsen, Local 305 President Felandria Jackson, National CAD Manager Teresa Harmon, Local 332 President Edvina Tesch, Local 311 SEBM Shirley Mackey, Local 300 President Marcenia Yvette Johnson, Local 304 Vice President Conswela McLemore, Local 310 Recording Secretary Chawanda Parson, Local 310 SEBM Quinttella Smith.

OFFICIAL CONVENTION CALL

NPMHU 2024 NATIONAL CONVENTION, AUGUST 19-23, 2024,
IN LAS VEGAS, NV

This is official notification, pursuant to Article XII, Section 2 of the National Constitution of the National Postal Mail Handlers Union, that the National Convention will be held in Las Vegas, Nevada from August 19 through August 23, 2024 at Caesars Palace in Las Vegas, NV.

All Local Unions are entitled to send delegates to the National Convention. Unless the Local Union is to be represented by a single delegate, in which case the Local President may occupy that position if he or she meets the requirements of Article XII, Section 3 of the National Constitution, all delegates must be chosen in an open election governed by rules adopted and promulgated by the National Executive Board.

According to Article XII, Section 5 of the National Constitution, all Local Unions are entitled to a minimum of one (1) vote and therefore one (1) delegate at the Convention, and Local Unions with more than twenty-five

(25) regular members are entitled to one (1) vote and (1) delegate for each 25 members or major fraction thereof. The precise number of delegates which each Local Union actually sends to the Convention is determined by the Local Union Council.

Delegates to the Convention will vote on revisions to the National and Uniform Local Union Constitutions and on resolutions to guide the future policies of the National Union. In addition, the delegates will vote in a series of primary elections to determine which nominees, up to two per National Officer, will be placed on the ballot and allowed to run for National Officer in a final mail referendum election to be held immediately after the Convention, in the fall of 2024. The rules governing the election of delegates to the NPMHU 2024 National Convention, which were adopted by the National Executive Board, are printed in this issue of the Mail Handler magazine.

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2024 NATIONAL CONVENTION RULES FOR DELEGATE ELECTIONS

(AS ADOPTED BY THE NATIONAL EXECUTIVE BOARD ON AUGUST 20, 2023)

Pursuant to Article XII, Section 3 of the National Constitution of the National Postal Mail Handlers Union, the National Executive Board is empowered to adopt and promulgate rules to govern the election of Local Union delegates who will attend NPMHU National Conventions. This document contains the rules applicable to the 2024 NPMHU National Convention, which is scheduled to occur during the week of August 19 through August 23, 2024 at Caesars Palace in Las Vegas, NV. (These rules are not meant to be binding in Local Union officer elections; those elections are governed by the provisions of the Uniform Local Union Constitution. Nor are they meant to be binding in Local Union elections to select delegates attending the 2026 International Convention of the Laborers' International Union of North America; those elections are governed by rules to be adopted by LIUNA.)

I. NUMBER OF DELEGATES FOR THE 2024 NPMHU NATIONAL CONVENTION

The Local Union Council of each Local Union shall determine, on or before December 1, 2023, the number of delegates that the Local Union will send to the 2024 NPMHU National Convention. The maximum number of delegates that each Local Union may send to the Convention is determined by the formula set forth in Article XII, Sections 4 and 5 of the National Constitution: "Local Unions with more than twenty-five (25) regular members shall be entitled to one (1) vote for each twenty-five (25) regular members or major fraction (13/25) thereof." The National Secretary-Treasurer of the NPMHU must be notified of the Local Union Council's determination promptly after it is made by the Council, but in no event later than December 1, 2023. Each Local President must use the attached form entitled 2024 Delegate Total and Judges of Election Notification form to

submit this information to the National Office no later than December 1, 2023. (See the form attached as Appendix K.) (Because the date by which the Local Union Council must determine the Local Union's number of delegates — December 1, 2023 — is before the date for calculating each Local Union's precise allotment of delegates, during November 2023, the National Secretary-Treasurer will provide each Local Union with an estimate of its maximum number of delegates, by applying the formula contained in Article XII, Sections 4 and 5 of the National Constitution to the first ten months of calendar year 2023. Should the Local Union wish to bring the maximum number of delegates, it must notify the National Secretary-Treasurer of that decision on or before December 1, 2023. The National Secretary-Treasurer then shall notify the Local Union of the precise number equating to the maximum number of delegates for the Local Union as soon as possible after the end of the 2023 calendar year.)

As provided in Article XII, Section 3 of the National Constitution (and provided that during the election of Local Union officers the notices to regular members stated that by virtue of his/her election as President or Vice President, the officer is automatically a Local Union delegate or alternate [for the President] to all National Conventions conducted during his/her term of office), all Local Union Presidents by virtue of their election by secret ballot, or if unopposed by acclamation, shall be one of the Local Union's delegates to the 2024 NPMHU National Convention.

In the event that a Local Union is to be represented by a single delegate, either because the Local Union is entitled to send only one delegate or because the Local Union Council decides to send only one delegate, the Local President (or the Local Vice President as an alternate for the Local President) shall automatically occupy such position and no separate election of delegates shall be conducted. Such a single delegate may vote in officer elections held during the Convention only if, during the most recent election of Local Union officers, the notices to regular members and/or ballots stated that by virtue of his/her election as Local President or Vice President, the officer is automatically a Local Union delegate or alternate delegate (for the Local President) to all Conventions of this Union conducted during the term of office.

When making the decision about the number of delegates to represent a Local Union at the Convention, the Local Union Council also should be aware of the following constitutional provision, found in Article IV, Section 6(H) of the ULUC, which provides that it is the Local Executive Board's responsibility to determine how the Local's delegates will be compensated and/or reimbursed for expenses:

"The Executive Board shall determine the expenditures related to attendance of delegates elected to represent this Local Union at each National Convention. Such determinations shall be in accordance with Article XII, Section 17 of the Constitution of the National Postal Mail Handlers Union and will be uniformly applied to all Local delegates."

II. NOMINATIONS

Each Local Union shall hold a special meeting to be known as the "Nominations Meeting for the 2024 Delegate Election" on or before January 12, 2024, at a particular time and place to be established by the Local Executive Board.

At least thirty (30) days prior to this Nominations Meeting, notices informing the membership of this meeting shall be mailed to each regular member at his/her last known address. In addition, reasonable efforts shall be made to post the same notice on the bulletin boards maintained by the Local Union at each postal facility where regular members of the Local Union are employed. Such notices shall state the number of delegates to be elected, shall set forth the specific time and place of the Nominations Meeting, and shall inform the members of their right to make nominations by mail, including the time and place for making such mail nominations. (See the sample notice attached as Appendix A.) It is acceptable to satisfy the mailing of this notice by printing the notice of the Nominations Meeting in a prominent location in the Local Union's regular newsletter, provided that the newsletter is mailed to the member's home at least thirty (30) days prior to the scheduled Nominations Meeting.

A member need not be present at the Nominations Meeting to

be nominated. Regular members in good standing wishing to nominate themselves or other members as candidates for a delegate position may make such nominations either in person at the Nominations Meeting or by mail. If nominations are made by mail, a letter containing nominations must be received by the Judges of the 2024 Delegate Elections prior to the Nominations Meeting. Members using the mail nomination method must send their nominations by registered, certified, priority, or express mail. Nominations can be mailed either to the post office box or to the address designated by the Judges of Election. Nominations made in advance of the Nomination Meeting by other methods, such as regular mail, facsimile, or hand delivery, will not be accepted. The Judges of Election shall rent two USPS Post Office Boxes prior to any election. One may be used as the post office box for the receipt of nominations, for return-to-sender or undeliverable mail during the balloting process, or for other administrative matters determined by the Judges of Election. The second box shall be used exclusively for completed ballots returned to the Judges of Election. All mail nominations must be announced by the Judges at the Nominations Meeting.

III. JUDGES FOR THE 2024 DELEGATE ELECTION

The Local Executive Board of each Local Union shall select the Judges for the 2024 Delegate Election ("Judges") on or before December 1, 2023. These Judges shall be selected from among the members in good standing of the Local Union. The Judges must meet the eligibility requirements for being elected a delegate, but also must agree that they will not themselves seek to be a non-automatic,

elected delegate to this Convention, will not nominate candidate(s) to be a delegate to this Convention, and shall not actively campaign for or actively support any candidate for delegate to this Convention. For Local Unions with 1,500 or fewer members, there shall be three Judges. For Locals with more than 1,500 members, there shall be either three or five Judges. After the Judges are selected by the Local Executive Board, the Judges shall assume all further responsibility for conducting the delegate election.

Each Local President must use the attached form entitled 2024 Delegate Total and Judges of Election Notification form to submit the names of the Judges to the National Office no later than December 1, 2023. (See the form attached as Appendix K.)

IV. CANDIDATE QUALIFICATIONS

After nominations have been closed, the Judges are responsible for determining whether the individuals nominated are qualified to be delegates to the 2024 National Convention. As set forth in Article XII, Section 3 of the National Constitution, in order to qualify as a candidate for delegate, a regular member shall be required to have been in continuous good standing in the National Postal Mail Handlers Union for a period of two years and in continuous good standing in his/her Local Union for a period of two years immediately prior to nomination and current in the payment of dues, and s/he cannot have applied for or been employed in a supervisory or managerial capacity by the Postal Service (including any EAS position involved in discipline of employees or application of the National Agreement) for any time during that period, or by the USPS Office of Inspector General or

the Postal Inspection Service (including as a confidential informant) for any time during that period. The definition of “continuous good standing” in this paragraph incorporates the military waiver language found in the Uniform Local Union Constitution, so that “the disqualification of a candidate for not being a member in continuous good standing for a period of two years immediately prior to nomination shall be waived for members on active military duty in a leave without pay status, provided that the waiver applies only to their period of active military duty.” Moreover, these requirements relating to continuous good standing, payment of dues, and applying for or being employed as a supervisor or manager also must be satisfied during the period from nomination as a candidate for delegate through the adjournment of the Convention.

Any member wishing to protest the eligibility of a candidate must communicate his/her objections to the Judges as soon as possible, but in no case later than five (5) days after the close of the nominations meeting.

The Judges must promptly determine whether the individuals who were nominated are eligible to run, and they must issue a report setting forth their determinations. A copy of the report should be posted on the bulletin boards that are maintained by the Local Union at all postal facilities, and should be provided to each nominee. Included in this report shall be notification to the membership of the approximate date for the mailing of ballots, the procedure to be followed for obtaining duplicate ballots, and the procedure adopted by the Judges to break any ties in the election results. (See the sample report attached as Appendix B.)

Should the Judges determine that any nominee is not eligible to be a

candidate, they must state the specific reasons for their determination in a letter to the nominee. (See the sample letters to the nominees attached as Appendices C and D.) Any nominee who is disqualified by the Judges shall be entitled to file an immediate protest of that disqualification with the Judges. The Judges shall attempt to respond to the protest as promptly as possible, and shall communicate their decision to the nominee. (See the sample response to a protest filed by a disqualified nominee that is attached as Appendix E.)

If the number of eligible nominees is the same as, or smaller than, the number of delegates that the Local Union Council previously has determined will represent the Local Union at the 2024 Convention, the Judges shall certify that there is no need for a secret ballot election and instead shall declare all eligible nominees duly elected.

V. VOTER ELIGIBILITY

Every regular member in good standing is entitled to vote in the delegate election. A member is in good standing if s/he has complied with the requirements set forth in the Uniform Local Union Constitution.

VI. PREPARATION AND MAILING OF THE BALLOTS

After all nomination protests are resolved by the Judges, the Judges shall determine the number of ballots needed, and shall make arrangements for the ballots to be printed. The official ballots, once printed, shall remain in the custody of the Judges until mailed. (See the sample ballot attached as Appendix F.)

The ballots must be mailed to all eligible voters on or before February 16, 2024. (See the sample envelope in which to mail ballots attached as Appendix

H.) When mailed, the ballots must be accompanied by (1) a copy of the Notice and Instructions for Eligible Voters Concerning Election of Local Union Delegates To Attend 2024 National Convention (see the sample notice and instructions attached as Appendix G); (2) a secret ballot envelope (see the sample secret ballot envelope attached as Appendix H); and (3) a postage-prepaid ballot reply envelope (see the sample ballot reply envelope attached as Appendix H). The address on the postage-prepaid ballot reply envelope must be that of the Judges for the 2024 Delegate Election, at a post office box that has been rented specifically for the receipt of these ballots. The Judges may not use a post office box for the ballot reply envelope that previously has been used for nominations, correspondence, or other matters because no one, including the Judges, should have access to this post office box prior to the designated day for picking up and counting ballots in the presence of observers. (See the sample letter to the postmaster attached as Appendix I.)

During the balloting process, the Judges must ensure that there exists a reasonable procedure to allow members to request a duplicate ballot if their original ballot was not received or their ballot was spoiled while voting. All members requesting a duplicate ballot should be mailed such a ballot, and the ballot reply envelope for any duplicate ballot should be specially marked. The Judges must keep records of all members who requested and were mailed duplicate ballots.

At the pre-established deadline for the receipt of ballots, which must be on or before March 26, 2024 (but in no event less than 30 days after the mailing of the ballots), all ballots must be picked up from the USPS Post Office Box by the Judges, with an opportunity for properly

appointed observers to be present. No ballots or ballot reply envelopes containing ballots may be picked up prior to the deadline for the receipt of ballots. The Judges thereafter shall proceed to check the name on each postage-prepaid ballot reply envelope against the list of eligible voters, to determine voter eligibility. The only legal requirement during this delegate election is that the name of the voter appear on the ballot reply envelope. The other information requested on the ballot reply envelope is to ease the identification of eligible voters only. The postage-prepaid ballot reply envelopes then should be opened and segregated, and all secret ballot envelopes must be mixed thoroughly to prevent any possibility of identification. Thereafter, the secret ballot envelopes should be opened, and the ballots counted. It is the responsibility of the Judges to ensure that all ballots are counted if they indicate the voting preferences of an eligible voter (e.g., if a member is allowed to vote for seven candidates, and the member votes for six candidates plus one write-in candidate, the six votes should be counted; conversely, if a voter is eligible to vote for seven candidates, and the member votes for eight or more candidates, then that ballot must not be counted).

The number of candidates receiving the highest number of votes — equal to the number of delegates to be sent by the Local Union to the 2024 National Convention, as previously determined by the Local Union Council — shall be declared elected. Candidates who are not elected, but who received the next highest number of votes, shall be declared alternates, with the candidate receiving the most votes (other than the elected candidates) declared the first alternate, the candidate receiving the second most votes (other than the elected candidates) declared the

second alternate, and so on. The naming of these alternates is necessary so that the Local Union knows who will serve as a delegate if, for some reason, an elected delegate is unable to attend the Convention. In the event of a tie between two or more candidates receiving the largest number of votes for the final delegate position, a neutral tie-breaking procedure adopted and announced in advance of the election by the Judges of Election may be used to break the tie.¹ If no such procedure is adopted in advance, and absent mutual agreement by all candidates involved in the tie for the final delegate position, a runoff election will be held among the tied candidates only.

VII. AFTER THE BALLOTS ARE COUNTED

Upon completion of the election, the Judges shall certify the results of the election and shall promptly post a notice of the results on the Local Union's bulletin boards at each postal facility in which regular members of the Local Union are employed. Such notice shall account for the total number of ballots cast and shall state the number of valid votes cast for each candidate. (See the sample notice attached as Appendix J.)

Immediately after certifying and posting the results of the election, and in any event no later than March 28, 2024, the certified results of the election must be forwarded to the National Secretary-Treasurer at the National Office. Along with the copy of the certified results of the election, the Judges also must complete and submit to the National Secretary-Treasurer the attached form entitled Notice to National Office of Elected Delegates to 2024 National Convention (see the form attached as Appendix L); this form shall include

the USPS Employee Identification Number (EIN) for each elected delegate and potential alternate delegate, which will allow the National Office to ensure that it is accurately processing delegate credentials and other correspondence related to the 2024 Convention.

All envelopes and ballots, together with all other records pertaining to the election (including, but not limited to, all unmarked ballots, envelopes, voter lists, and tally sheets) must be preserved by the Judges at the Local Union offices for at least one year from the date of delegate certification.

VIII. RIGHTS OF CANDIDATES

Each candidate may join a group of candidates running as a slate. Any group of candidates running as a slate shall be entitled to be identified on the ballot as members of a designated slate provided that written notice is given by each such candidate to the Judges of Election no later than 10 days prior to the scheduled date on which the ballots are to be mailed. Each individual voter, however, must be allowed to choose among individual candidates if s/he does not wish to vote for an entire slate, and the voting instructions must specifically inform the voter that s/he need not vote for an entire slate. In other respects, slate voting should be implemented by the Judges of Election in a reasonable manner that is consistent with the basic requirement of fairness in the election.

Each candidate is entitled to an observer (or, if approved by the Judges as necessary, multiple observers) appointed from among the members of the Local Union who may be present at the preparation and mailing of the ballots, their receipt from the post office and the opening and counting

of the ballots, to ensure that the rights of the candidate on whose behalf s/he serves are protected. A candidate may designate him/herself to serve as an observer. Upon qualifying each candidate, the Judges shall notify each candidate of his/her right to have an observer present at all times during the conduct of the election and shall give reasonable notice to the candidate or his/her observer, if known by the Judges, of the time and place of each phase of the balloting process. This provision shall apply regardless of whether the election is conducted by this Local Union or by an outside organization or agency.

Each candidate shall be entitled to send uncensored campaign materials at his/her expense utilizing any special mailing privileges available to the Local Union. All candidates shall be treated equally with respect to the expense of such mailing which shall not exceed the actual cost incurred by the Local Union to handle the mailings.

Any regular member in good standing of a Local Union who desires to protest the manner of selecting a delegate or delegates to the National Convention from his/her Local Union must file a protest with the National President by forwarding a copy of such protest to the National President not later than thirty (30) days after the Local's delegate election has been certified by the Judges. The National President will acknowledge such protest and advise the member as to the manner in which such protest will be considered by the Credentials Committee appointed pursuant to Article XII, Sections 9, 11, 12, and 13 of the National Constitution.

IX. EXCEPTIONS

A Local Union that will be conducting an election of Local Union

officers during the period running from January 2024 through March 2024 may request an adjustment to the schedule that is otherwise established by these rules. Such requests must be submitted, in writing, to the National Executive Board, through the National Secretary-Treasurer, no later than October 31, 2023. Only those exceptions granted by the NEB, in writing, may be followed by the Local Union.

While the Judges are not required to adopt and announce a tie-break procedure in advance of the election, it may be prudent to do so to prevent the need for a costly and time-consuming runoff election in the event that the ballot count results in a tie for the final delegate position, and the tied candidates cannot mutually agree on a tie-break procedure. The following language might be considered by the Local Judges of Election as an acceptable tie-breaking procedure to adopt and announce in advance of the election:

“In the event of a tie between two or more candidates receiving the largest number of votes for the final delegate position, the Local Judges of Election have adopted the following procedure to break the tie: If there are only two candidates in a tie vote for the final delegate position, those candidates (or their designated observer) will participate in a “heads or tails” coin toss to determine the final delegate. If more than two candidates are tied for the final delegate position, each candidate (or their designated observer) will roll a pair of dice, with the candidate receiving the highest numerical roll appointed as the final delegate. This dice roll also will determine which of the tied candidates will be designated as the first alternate delegate, etc.”



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PERF



On Aug. 8, a wildfire sparked in Lahaina on Maui, HI, fed by hurricane winds following months of drought. Once the capital of the Kingdom of Hawaii, significant portions of the historic town have been destroyed. Residents are cut off from the rest of the island. They have no power or communications and are dealing with devastating losses.

The Lahaina Main Post Office survived, but the Downtown Lahaina Finance Station is a total loss. Seven Postal Service employees lost their homes.

When disaster strikes, the Postal Employees' Relief Fund provides tax-free relief grants to postal employees and retirees to help them reestablish their homes and replace necessities. PERF is your charity. Please make a donation to help members of the Postal family in their desperate times of need.



DONATIONS CAN BE MADE:

- Online at postalrelief.com
- By sending a check made payable to "Postal Employees' Relief Fund" to:
Postal Employees' Relief Fund
PO Box 41220
Fredericksburg, VA 22404-1220
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

All donations are tax-deductible.

For more information, go to www.postalrelief.com; 202-408-1869; perf10268@aol.com.

WAGE CHART EFFECTIVE AUGUST 26, 2023

Effective August 26, 2023 (Pay Period 19-2023), all career Mail Handler craft employees are scheduled to receive a cost-of-living (COLA) adjustment as outlined in Article 9.3 of the 2022 National Agreement. This is the second 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 July 2023 Index, using the July 2022 CPI index as a base. The resulting calculation provides an annual

increase of \$978 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.

MAIL HANDLER WAGE RATES — EFFECTIVE AUGUST 26, 2023 (PP 19-2023) Table 1 — Applicable to Career Appointments Prior to February 15, 2013

RSC M

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY
88	AA	\$49,087	\$1,888	\$23.60	\$35.40	\$24.64	88	AA	\$50,831	\$1,955	\$24.44	\$36.66	\$25.52
88	A	\$54,028	\$2,078	\$25.98	\$38.97	\$27.12	88	A	\$55,780	\$2,145	\$26.82	\$40.23	\$28.00
88	B	\$60,247	\$2,317	\$28.96	\$43.44	\$30.24	88	B	\$62,423	\$2,401	\$30.01	\$45.02	\$31.34
44	C	\$63,187	\$2,430	\$30.38	\$45.57	\$31.72	44	C	\$65,442	\$2,517	\$31.46	\$47.19	\$32.85
44	D	\$67,513	\$2,597	\$32.46	\$48.69	\$33.89	44	D	\$68,362	\$2,629	\$32.87	\$49.31	\$34.32
44	E	\$67,860	\$2,610	\$32.63	\$48.95	\$34.07	44	E	\$68,740	\$2,644	\$33.05	\$49.58	\$34.51
44	F	\$68,215	\$2,624	\$32.80	\$49.20	\$34.24	44	F	\$69,123	\$2,659	\$33.23	\$49.85	\$34.70
44	G	\$68,560	\$2,637	\$32.96	\$49.44	\$34.42	44	G	\$69,491	\$2,673	\$33.41	\$50.12	\$34.89
44	H	\$68,914	\$2,651	\$33.13	\$49.70	\$34.60	44	H	\$69,872	\$2,687	\$33.59	\$50.39	\$35.08
44	I	\$69,264	\$2,664	\$33.30	\$49.95	\$34.77	44	I	\$70,254	\$2,702	\$33.78	\$50.67	\$35.27
34	J	\$69,622	\$2,678	\$33.47	\$50.21	\$34.95	34	J	\$70,629	\$2,717	\$33.96	\$50.94	\$35.46
34	K	\$69,966	\$2,691	\$33.64	\$50.46	\$35.12	34	K	\$71,005	\$2,731	\$34.14	\$51.21	\$35.65
26	L	\$70,320	\$2,705	\$33.81	\$50.72	\$35.30	26	L	\$71,379	\$2,745	\$34.32	\$51.48	\$35.83
26	M	\$70,670	\$2,718	\$33.98	\$50.97	\$35.48	26	M	\$71,761	\$2,760	\$34.50	\$51.75	\$36.02
24	N	\$71,022	\$2,732	\$34.15	\$51.23	\$35.65	24	N	\$72,142	\$2,775	\$34.68	\$52.02	\$36.22
24	O	\$71,370	\$2,745	\$34.31	\$51.47	\$35.83	24	O	\$72,511	\$2,789	\$34.86	\$52.29	\$36.40
	P	\$71,723	\$2,759	\$34.48	\$51.72	\$36.01		P	\$72,890	\$2,803	\$35.04	\$52.56	\$36.59

MAIL HANDLER WAGE RATES — EFFECTIVE AUGUST 26, 2023 (PP 19-2023) Table 2 — Applicable to Career Appointments on or after February 15, 2013

RSC M7

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY
48	AA	\$43,414	\$1,670	\$20.87	\$31.31	\$21.79	48	AA	\$45,014	\$1,731	\$21.64	\$32.46	\$22.60
48	A	\$45,223	\$1,739	\$21.74	\$32.61	\$22.70	48	A	\$46,800	\$1,800	\$22.50	\$33.75	\$23.49
48	B	\$46,586	\$1,792	\$22.40	\$33.60	\$23.39	48	B	\$48,120	\$1,851	\$23.13	\$34.70	\$24.16
48	C	\$48,379	\$1,861	\$23.26	\$34.89	\$24.29	48	C	\$49,887	\$1,919	\$23.98	\$35.97	\$25.04
48	D	\$50,179	\$1,930	\$24.12	\$36.18	\$25.19	48	D	\$51,660	\$1,987	\$24.84	\$37.26	\$25.93
48	E	\$51,973	\$1,999	\$24.99	\$37.49	\$26.09	48	E	\$53,427	\$2,055	\$25.69	\$38.54	\$26.82
48	F	\$53,771	\$2,068	\$25.85	\$38.78	\$26.99	48	F	\$55,198	\$2,123	\$26.54	\$39.81	\$27.71
48	G	\$55,565	\$2,137	\$26.71	\$40.07	\$27.89	48	G	\$56,965	\$2,191	\$27.39	\$41.09	\$28.60
48	H	\$57,359	\$2,206	\$27.58	\$41.37	\$28.79	48	H	\$58,735	\$2,259	\$28.24	\$42.36	\$29.49
48	I	\$59,154	\$2,275	\$28.44	\$42.66	\$29.70	48	I	\$60,503	\$2,327	\$29.09	\$43.64	\$30.37
48	J	\$60,948	\$2,344	\$29.30	\$43.95	\$30.60	48	J	\$62,274	\$2,395	\$29.94	\$44.91	\$31.26
48	K	\$62,745	\$2,413	\$30.17	\$45.26	\$31.50	48	K	\$64,043	\$2,463	\$30.79	\$46.19	\$32.15
48	L	\$64,542	\$2,482	\$31.03	\$46.55	\$32.40	48	L	\$65,813	\$2,531	\$31.64	\$47.46	\$33.04
48	M	\$66,336	\$2,551	\$31.89	\$47.84	\$33.30	48	M	\$67,583	\$2,599	\$32.49	\$48.74	\$33.93
48	N	\$68,131	\$2,620	\$32.76	\$49.14	\$34.20	48	N	\$69,353	\$2,667	\$33.34	\$50.01	\$34.82
48	O	\$69,931	\$2,690	\$33.62	\$50.43	\$35.11	48	O	\$71,122	\$2,735	\$34.19	\$51.29	\$35.70
	P	\$71,723	\$2,759	\$34.48	\$51.72	\$36.01		P	\$72,890	\$2,803	\$35.04	\$52.56	\$36.59

NOTE: This table reflects a change in waiting period(s) from 52 weeks previously to 48 weeks, and elimination of Step BB.

Full-Time Flexible Mail Handler Wage Rates — August 26, 2023 (PP 19-2023)

GRADE 4						GRADE 5					
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	HOURLY	OVERTIME	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	HOURLY	OVERTIME
48	FTF	\$41,624	\$1,601	\$20.01	\$30.02	48	FTF	\$43,250	\$1,664	\$20.80	\$31.20

NOTE: Full-Time Flexible Mail Handler (FTF) will move to Pay Table 2, Step AA after 48 weeks (unless converted to FTR prior to 48 weeks).

RSC M4

Mail Handler Assistant (MHA) Hourly Wage Rates — Effective June 17, 2023 (PP 14-2023)

MHA GRADE 4		MHA GRADE 5	
STEP A	STEP B	STEP A	STEP B
\$18.22	\$18.72	\$19.17	\$19.67

NOTE: This chart reflects the addition of Step B. NOTE: MHA will advance to Step B after 26 weeks.

MAIL HANDLERS

ACROSS THE COUNTRY



A

LOCAL 301 EVENTS

Local 301 continues to be active in many different activities. From their Annual Golf Tournament to Council Updates. **(A&B)** Local 301 Council meeting & training held at the New England Laborers' Training Center. Pictured: Local VP Sean Sweeney, Local President Dan St. Marie, NPMHU National President Paul Hogrogian, LIUNA Training Director Jay Sabitoni. **(C)** Through their annual golf tournament, Local 301 has raised over \$800,000 in support of the New England Center & Home for Veterans (NECHV). Pictured: Local 301 President Dan St. Marie, MA SEBM John Bessette, NECHV President Andy McCawley (Capt. USN, Retired), Local 301 VP Sean Sweeney, Good Will Ambassador Bob Losi. **(D)** Local 301 attends the annual MA AFL-CIO Trumka Educational Conference. Pictured: Local Recording Secretary Phill Alvarado, LIUNA Bob Losi, Local President Dan St. Marie, Local VP Sean Sweeney, MA SEBM John Bessette, MA AFL-CIO President Steve Tolman, MA AFL-CIO Treasurer Chrissy Lynch, Lou Mandarin (MA AFL-CIO Treasurer, Retired).



B



C



D

LOCAL 306 SHOP STEWARD TRAINING & ANNUAL PICNIC

Local 306 manages to keep their Training schedule full. Local 306 President, Vice President Central Region and National Trainer June Harris along with Local 306 Vice President Gregory Newsome held an engaged training program with several Stewards. Pictured **(A)** (l-r): Central Region Vice President and Local 306 President June Harris, Shop Steward Jared Slagley, Shop Steward Arnessa Morris, Shop Steward Christopher Lundmark, Shop Steward Yunitka Hazzard, Shop Steward Taria Gordon, Shop Steward Cole Condon and Local 306 Vice President Gregory Newsome. Also newsworthy was the Local 306 Annual Picnic. **(B)** Local 306 President June Harris hosted some of NPMHU's old and new Executive Board Members. Retired Vice President Hardy Williams attended the picnic. **(C)** Newly elected National Secretary-Treasurer Kevin Tabarus has also hit the ground running and made it to the gathering to join the Local 306 Mail Handlers.



A



B



C

MAIL HANDLERS

ACROSS THE COUNTRY →

LOCAL 302 SHOP STEWARD TRAINING

Local 302 has had an active training schedule fueled by Local 302 President Anthony Coleman's ability to continue to put the proper advocacy tools in the hands of his members. Most recently Local 302 held a shop Steward Training. Providing the training for Local 302 was Vice President and National Trainer John Gibson and Western Region Vice President and National Trainer Don Sneesby.



LOCAL 323 INSTALLATION OF OFFICERS

Local 323 President Jeff Larsen along with his Executive Board welcomed National President Paul Hogrogian, National Secretary-Treasurer Kevin Tabarus and Vice President Central Region and Local 306 President June Harris to participate in their Installation of Officers ceremony. Pictured (A) (l-r) Brock Engstrom, North Dakota State Executive Board Member and Fargo Branch President, Edward Yun, St. Paul Branch President, Dean Abatte, Local 323 Vice President and Minneapolis Branch President, National Secretary-Treasurer Kevin Tabarus, Vice President Central Region June Harris, Local 323 President Jeff Larsen, Shane Ryden, Minnesota State Executive Board Member, Aaron Kobes, Local 323 Recording Secretary and NDC Branch President, Jarred Hoover Local 323 Treasurer, and National President Paul Hogrogian.



LOCAL 308 NEW SHOP STEWARDS TRAINING

Local 308 held a New Steward's Training conducted on July 26th at Local 308 Union Headquarters for 19 new representatives. The Training was held by Vice President Eastern Region, Local 308 President, and National Shop Steward Trainer John Gibson.



A

LOCAL 321 INSTALLATION OF OFFICERS AND ANNUAL PICNIC

Local 321 Held their annual picnic and took the time to swear in their new officers. National President Paul Hogrogian joined Local President Tony Wilson and his local members to swear in the newly elected officers as well as participate in the picnic festivities. Pictured: (A) (l-r): SEBM, WY Robert Jacknitsky, Cheyenne Branch President Ricci Roberts, SEBM CO Louis Crew. Denver NDC Branch President Robert Koryto, Treasurer Jeff Morgan, Vice President & Branch President Denver GMF Samuel T Koduah, Local President Tony Wilson, Grand Junction Branch President Eva Olson, Front Row: from left to right: Recording Secretary Curtis Grantham, Colorado Springs GMF. Branch President Richard Lairscey



LOCAL 300 INSTALLATION OF OFFICERS

Local 300 held their Installation of Officers ceremony. National President Paul Hogrogian and National Secretary-Treasurer Kevin Tabarus were on hand to attend and perform the swearing in duties. Pictured: Row#1 Latina Crenshaw BP Greater Newark P&DC, Marie Chery BP NJI/NDC, Yvette Johnson Local 300 President, Lucy Lombardo Local 300 Recording Secretary & BP JFK/ISC, Alberta Prieto BP Westchester P&DC, Ray

Bermudez Local 300 Vice President, Irene Delgado BP NYC P&DC, Howie Spindler BP Brooklyn P&DC. Row #2 Willie Delgado Local 300 Treasurer, Mark Chandler BP Teterboro P&DC, Pete Bilotta BP Western Nassau P&DC, Alan Sack BP Bethpage P&DC, Bob Cappuccio BP Mid-Island P&DC, Richard Lutz BP DVD P&DC, Malik Sheppard NYSEBM, James Smith CSEBM & Stamford P&DC, Trevor Stuart BP Flushing P&DC, Tommie Russo NJSEBM.

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MHBP Dental and Vision plans make preventive care more affordable and straightforward for you and your family.

To learn more, call us at
1-800-410-7778 (TTY: 711)
or visit **MHBP.com**

SOME OF THE DENTAL AND VISION BENEFITS INCLUDE:



DENTAL PLAN:

- Nearly 183,000 network locations
- Coverage for a wide range of services — from preventive care to crowns, bridges and braces
- Network Dental Benefits for Basic Services* increase after 12 months of coverage



VISION PLAN:

- Affordable monthly rates. Just \$8.60 for Self Only and \$16.00 for Family coverage
- Nearly 46,000 network-provider locations
- Allowance for prescription frames or contact lenses

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