

The Mail Handler

NPMHU AND USPS BEGIN NATIONAL NEGOTIATIONS



Contents

3 President's Report

National President Paul Hogrogian's update to the membership on national negotiations, postal reform and current issues facing mail handlers.

5 Secretary-Treasurer's Report

A report from National Secretary-Treasurer Mark Gardner on the ramifications of the upcoming election and a members' duty to vote.

6 Semi-Annual Meeting of the Local Unions

Learn about the events and topics covered during the recent SAMLU meeting.

12 Contract Administration Report: FMLA Protection

Understand your rights and the benefits of the Family Medical Leave Act, a report from CAD Manager Thomas (T.J.) Branch.

14 Legislative and Political Report

The USPS needs sound postal reform, a report from Legislative and Political Director Bob Losi.

15 2016 PAC Incentive Awards

18 PAC Contributions for 2015

The NPMHU recognizes those that donated to the Mail Handlers Political Action Committee.

23 National Convention Preparations Are Underway

Mail Handlers to Convene in Chicago, Illinois. Learn about the procedures for submitting constitutional amendments or resolutions.

24 Health Plan Report

Know Your Blood Pressure: Don't be a victim of the silent killer; a report from MHBP Executive Director Michael Hora.

26 A report on the Committee on the Future of the NPMHU

27 Mail Handlers Across the Country

Check out pictures from various union functions and meetings taking place across the United States.



ON THE COVER:

On February 25, 2016, President Paul Hogrogian presented the Union's opening statement, formalizing the start of national negotiations.



National Postal Mail
Handlers Union

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National Postal Mail Handlers Union

PRESIDENT'S REPORT

FIGHTING FOR A FAIR CONTRACT AND SENSIBLE POSTAL REFORM LEGISLATION

Dear Members,

Our current National Agreement expires on May 20, 2016. Preparations for National negotiations have been ongoing for the past several months. A bargaining strategy session where National Officers, CAD Representatives and Local Presidents from around the nation discussed and debated concepts and priorities was held during the recent Semi-Annual Meeting of the Local Unions (SAMLU) in Boston, MA. Mail Handlers and representatives from throughout the country submitted contract proposals, which covered issues of vital importance to our members. The Field Negotiating Committee, comprised of NEB, CAD, and Local Union representatives, met in October to review, analyze, discuss, and debate the approximately 700 submitted proposals received from the field. The NEB and CAD representatives have held many meetings to discuss specific proposals and strategies. Preparations have now been completed, and we are now ready for action.

Negotiations formally kicked off on February 25, 2016 in the Ben Franklin room at USPS Headquarters. During that session, the NPMHU and USPS introduced their respective bargaining teams and read their opening statements. Bargaining then began in earnest with main table meetings and various subcommittee meetings being conducted. Subcommittees include MHAs, Subcontracting, Safety, Article 12 (reassignments), Article 10 (leave), Article 8 (hours of work/overtime) and Article 11 (holidays).

Our priorities in bargaining include:

1. **Obtaining a fair and just general wage increase**
2. **Continuing our current Cost of Living Adjustments (COLAs)**



PAUL V. HOGROGIAN, National President

3. **Maintaining the No Lay Off clause**
4. **Improving the rights and benefits for our MHAs**
5. **Returning subcontracted work to the Mail Handler Craft and stopping future subcontracting**
6. **Minimizing the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments**
7. **Fighting any USPS proposals to create any new lower wage scale or reduce benefits for future career employees**

We realize that times are tough and that the USPS is experiencing some economic difficulties. We expect this round of bargaining to be extremely difficult. However your negotiating team is up to the challenge. We fully intend to make every effort to reach a negotiated agreement with the Postal Service. If a negotiated agreement is reached, it will be sent to the membership for ratification. If agreement cannot be reached, the parties will enter into a binding arbitration process. The membership will be kept informed during this entire process through updates and bulletins.

Over the next several months we will work tirelessly to achieve a contract that is fair and just. We ask that you support us and work with us to achieve that goal.

As I have previously reported, the Postmaster General announced last year that the Postal Service has suspended all pending closures and consolidations until at least April 2016. Although there is nothing official to report, I am cautiously optimistic that this moratorium may be extended. The moratorium notwithstanding, the NPMHU con-



tinues to address closing and consolidation issues through its Contract Administration Department and through the Article 12 Task Force.

The presidents of the four National Postal Unions have been meeting on a regular basis with the Postmaster General and her senior staff and with representatives of the mailing industry to form a coalition on a possible consensus postal reform bill. Any such bill would include a solution to the ill-conceived requirement that the Postal Service pre-fund future retirees' health benefits. It is virtually impossible, given all the competing interests, for the coalition to reach agreement on all aspects of a comprehensive postal reform bill. However, all parties in the coalition have reached consensus on the following concepts:

- Integration into Medicare of all eligible postal retirees (65 years of age and older) and future postal retirees, and investment of some of the retiree health benefit fund into a TSP L-40 type of account
- Recalculation of USPS liability under the CSRS and FERS retirement systems using postal specific assumptions regarding demographics and wage growth with any surplus being returned to the Postal Service
- Making the exigent rate increase permanent and prohibiting the USPS from raising market dominant rates until January 2018
- Allowing the Postal Service to provide non-postal services to State and Local governments and allowing the mailing of beer, wine, and distilled spirits under specific conditions

The challenge is now getting this consensus bill passed in a Congress that has not shown that it can reach agreement on many issues.

The NPMHU will continue to work with its allies throughout the postal community to achieve meaningful postal reform that will best serve the collective interests of NPMHU members, the USPS, and the customers who rely on postal products and services.

The struggle over the Small Parcel Sorter System (SPSS) continues. As I previously reported, the USPS had originally awarded all work on the SPSS to the Mail Handler craft, but then reneged on that determination and instead awarded the "facing

functions" to the clerk craft. This reversal defies all principles of good faith bargaining, and represents an improper change – either unilaterally imposed or bilaterally settled – in assignments. The NPMHU continues to fight this injustice in the RI-399 process, the NLRB and in federal court. The NPMHU will do everything within its power through any available forum to challenge this reversal.

The recently negotiated "Vacancy MOU" continues to pay dividends. Hundreds of MHAs from installations throughout the nation have already been converted to Full-Time Regular Career status as a result of this MOU. Over 4,000 MHAs have been converted to Full-Time Regular career status since the advent of the MHA category. The National Office has recently signed an addendum to the MOU to establish strict ratios of 3 MHA conversions (in installations of 100 or more man years) or 5 MHA conversions (in offices with less than 100 man years) for every non-priority transfer accepted. This addendum will provide even more opportunities for MHAs to be converted to Full-Time career status.

I remain confident that, through the work of our Contract Administration Department and our legal representatives, we can successfully meet any and all challenges that lie before us. The continuing support of all Mail Handlers is very much appreciated.

Fraternally,

Paul V. Hogrogian
National President

“OVER THE NEXT SEVERAL MONTHS WE WILL WORK TIRELESSLY TO ACHIEVE A CONTRACT THAT IS FAIR AND JUST.”

MOVING FORWARD, TOGETHER

As you will read more about elsewhere in this magazine, your National Negotiating Team has now begun bargaining with the United States Postal Service over the terms of our 2016 National Agreement. As we have done during prior rounds of contract negotiations, we will keep the membership informed as we move through the various stages of this process. Be sure to monitor your branch bulletin boards, as well as the NPMHU website at npmhu.org, to learn more about proposals that are exchanged and discussed as this process moves along. From the ceremonial opening of negotiations last week (on February 25th) through the contract expiration on May 20, this three-month period will see many formal on-the-record main table sessions, along with countless subcommittee meetings and other discussions to flesh out proposals submitted by both parties to these negotiations. Our stated goal is to stand firm in our efforts to negotiate an agreement that improves the wages, benefits, and working conditions for all of our craft members. We ask that you stay tuned as this process unfolds, and we greatly appreciate the support and solidarity that our Union's membership demonstrates every single day.

Another track that will keep our officers and staff very busy in the coming months is the planning and preparations for our 2016 NPMHU National Convention, which will take place in Chicago, Illinois in mid-August. As this issue goes to press, many of our Local Unions are nearing completion of their election process to select delegates to attend the Convention. These delegates will participate and serve as the highest elected governing body of our Union during Convention week, which will take place over a six-day period from Monday, August 22 through Saturday, August 27, 2016. These delegates will hear comprehensive reports on the state of our Union. They also will consider, debate, and vote on important legislative, political, worker rights, and other resolutions and on various proposals to amend our National and Uniform Local Union Constitutions. Another important function of the delegates is to implement the nomination process for any contested elections for the National Executive Board that will serve the NPMHU for

the coming four years. Under our Union's National Constitution, President Hogrogian is charged with empaneling the various committees, from among the elected delegates, that will meet in advance of the Convention to prepare their respective reports and recommendations for presentation and action by the entire Convention in August. We look forward to presenting a productive and enjoyable Convention this summer.

On the national election front, I write this article on the morning after the "Super-Tuesday" Presidential primary contests. To say the least, 2016 has provided a most unusual political election season. While the Democratic primary process has followed a more traditional route, with candidates engaging in fairly reasoned, respectful discourse and debate, the Republican primary process has turned traditional electioneering on its head. I will refrain from passing judgment on the candidates involved in those primaries and caucuses, as we have all had the opportunity to watch this most unusual battle play out on the national stage before our very eyes.

Barring self-destruction from a comment or attack that fully crosses the fine line of political correctness, Donald Trump seems to be emerging as the likely standard bearer of the party. And now it seems that many in the Republican establishment are entering crisis mode, with party leaders still publicly trying to derail Trump, who continues to grow his lead in the race for the Republican nomination. Needless to say, if the primary process for both parties continues its current trend, our country will experience a real barn-burner of a general election in November.

Let me say that I fully recognize that postal employees, and indeed NPMHU members, hail from all walks of life, and represent a microcosm of our American society. Our Union has long-appreciated the wide geographic, racial, ethnic, religious, gender, and yes, political diversity woven into the fabric of our great Union. Given that, it stands to reason that there is some percentage of our members whose views are more closely aligned with Republican ideals and Republican candidates. It also should come as no surprise that, in general, the union movement normally



MARK A. GARDNER, National Secretary-Treasurer

"Your vote really does matter."

finds itself siding with the core principles and ideals espoused by the Democratic Party. It has never been the practice of the NPMHU to stifle the views, opinions, and beliefs held by any of its members. It has, however, long been the practice of your Union to promote and support candidates, irrespective of party label, who seriously commit to promote and support the values and issues that are important to the working lives of our members and to the lives of all working people, many of whom continue their struggle to find a path to the American middle class.

The good news is that participation in the primary process, in both Republican and Democratic contests, is at all-time highs. The voters are doing their part to narrow the field for the general election. Organized labor will need to continue its strong showing in the voting booth going forward, especially when we get to the critical Presidential and Congressional elections on Tuesday, November 8th. If you are not already registered to vote, please do so, and exercise your right to shape the future for working Americans. Your vote really does matter.

A handwritten signature in blue ink that reads "Mark A. Gardner". The signature is fluid and cursive, written in a professional style.

Mark A. Gardner
National Secretary-Treasurer



NPMHU National Executive Board (rear) and CAD staff (front)

SAMLU NEW ORLEANS

On Thursday, February 18, 2016, officers and representatives from nearly every NPMHU Local Union gathered in New Orleans, Louisiana to participate in the latest Semi-Annual Meeting of the Local Unions (SAMLU). Also in attendance at this event were members of the National Executive Board, all NPMHU National Office department heads, and personnel from the National and Regional Contract Administration Department.

During his welcoming remarks, Hogrogian introduced four newly installed Local Presidents and one re-elected Local President, resulting from elections or appointments occurring since the last SAMLU in August 2015. The new Local Presidents include: William “Bip” McLemore (304); Felandria Jackson (305); Maurice Torres (313); Don Chapman (325); and Robert Griffith (330).

President Hogrogian also took time to recognize the esteemed career of Local 304’s retiring President James Bell. As a commemoration to his 46 years of service to the NPMHU, James was presented with the NPMHU gold membership card and a congressional flag that was flown in his honor over the Capitol in Washington D.C. The National President spoke warmly about Brother Bell’s dedication to the Union, highlighting his service in Ohio as a shop steward, Administrative Vice President, Recording Secretary, Vice President and Local President — a position Bell held for an accumulative 19 years over three decades. Also highlighted were Bell’s work at the National level, as the National President noted his service on the National Training Committee, the Committee of the Future, the Eastern Regional RI399 Dispute Resolution Committee, and several Field Negotiation Committees. Brother Bell served as a Delegate to the NPMHU National Convention for an unprecedented run of nine consecutive Conventions beginning in 1980. Hogrogian said it best, “You are a dedicated unionist. You worked for the advancement of the National Postal Mail Handlers Union. Thank you for a career that served to support the interests and welfare of our members in Ohio and across the country. We are forever honored to call you a Mail Handler.” Hogrogian’s admiration and celebration of Brother Bell’s career was echoed by a heartfelt standing ovation from all SAMLU attendees and guests.

After an invocation and the pledge of allegiance, Local 312 President Troy Davis took the podium and offered some remarks welcoming attendees to New Orleans.

The meeting continued with President Hogrogian’s semi-annual report to the attendees. As is customary, Hogrogian’s report was a comprehensive account of the activities of the National Union since the previous meeting of the Local Presidents. President Hogrogian addressed a wide array of topics beginning with postal reform, and the Union’s efforts to champion sensible legislation that is inclusive of several key elements. Hogrogian reported on several encouraging developments. First, the four national postal unions, the Postmaster General and her senior staff, and key members of the mailing industry have agreed on a



(l-r) National Secretary-Treasurer Mark Gardner, Former Local 304 President James Bell, and National President Paul Hogrogian



Local 312 President Troy Lee Davis Welcomes the SAMLU attendees to New Orleans



Executive Director MHBP & Asst. to NST Michael Hora

consensus postal reform bill that would include a solution to the ill-conceived mandate requiring the Postal Service to pre-fund health benefits for all retirees. The solution would include the integration into Medicare of all eligible postal retirees (65 years of age and older) and future postal retirees, as well as the investment of some of the retiree health benefit funds into a TSP Lifecycle 2040 type of account. The consensus bill would also require that the Postal Service's liability under the FERS and CSRS retirement systems be calculated using postal specific assumptions, with any surplus being returned to the Postal service. And importantly the bill would make permanent the 4.3% exigent rate increase, first adopted by offset the negative impact of the Great Recession of 2008, and would correspondingly prohibit the Postal Service from raising market dominant rates until January 1, 2018. Finally, the proposed consensus bill would also allow the Postal Service to provide non-Postal Services to state and local governments and would allow for the mailing of beer, wine and distilled spirits under specific conditions.

Hogrogian discussed two recent actions that also are related to and could affect postal reform. The Senate passed a non-binding resolution and the House Appropriations Committee similarly voted to require the Postal Service to restore its July 2012 service standards. Hogrogian said, "In view of these positive actions and the recent developments on Capitol Hill, we are hopeful that meaningful postal reform may be achievable."

Hogrogian then turned his focus to the closings and consolidation of mail processing plants, noting that this topic also could be addressed in any postal reform legislation. At the same time, he cautioned that if postal reform were to become a reality, any impact on closings or consolidations of processing facilities would be a byproduct, rather than a direct result of any statutory language.

The Postal Service announced last May that it was postponing the implementation of the latest round of closures and consolidations until at least April 2016. The Postal Service also took some of the targeted installations off the closing/consolidation list altogether. Notwithstanding this development and the continuous efforts in Congress and elsewhere to stop or delay these plant closings and consolidations, as of right now the USPS is scheduled to resume Phase 2 of its closures and consolidations later in 2016.

Hogrogian went on to discuss several other plans of action that could potentially bring a stop to or further delay any additional closings and consolidations.



NPMHU National Executive Board



National President Paul Hogrogian presents former Local 304 President a memento for his years of dedicated service to NPMHU



CAD Manager TJ Branch with the CAD Report



National President Paul Hogrogian with his report to the SAMLU



Local 310 Vice President Lisa Grier focused on the proceedings



Local 301 Treasurer Neil Ryan and Local 301 Vice President Hiram Velez



NPMHU SAMLU in progress

First, we have a National-level grievance (currently in National arbitration) asserting that these closings and consolidations do not comply with Handbook PO-408 in that they are based on stale and outdated AMP studies. The NPMHU has already won the threshold issue of whether or not Handbook PO-408 is covered by Article 19 of the National Agreement. The hearing on the merits began before Arbitrator Shyam Das on January 27, 2016, and will continue for one or more days at a future time.

Second, we will continue to seek congressional pressure on postal management to stop or limit the closings and consolidations. As noted, the Senate has already passed a non-binding resolution and the House Appropriations Committee has already voted to restore service standards to their July 2012 levels. If postal reform passes, the likelihood of the moratorium on the closings and consolidations being extended for a number of years increases.

Lastly, we are still looking into the possibility of legal action, which in essence would be a lawsuit to halt or stay any closings or consolidations until there is a final arbitration award on the PO-408 grievance. To file a viable claim, we need to show that there is irreparable harm to employees, most commonly demonstrated by the forced movement of employees to distances well beyond what is recognized as a reasonable commute. "There are some indications that the Postal Service may extend the moratorium on the closings and consolidations to the end of 2016 and even into 2017," said Hogrogian, but this is

by no means official or guaranteed. In short, we remain cautiously optimistic.

President Hogrogian next turned his focus to national bargaining. The NPMHU's 2011 National Agreement expires in approximately three months, on May 20, 2016. Negotiations with the Postal Service will formally commence on February 25, 2016, and preparations at the National Office have been ongoing for many months, including a bargaining strategy session that was conducted with all Local Union representatives at the August 2015 Semi-Annual Meeting of the Local Unions in Boston, MA.

Bargaining proposals were solicited from the membership and Local Unions through September 2015. Each and every one of those proposals was fully analyzed by the NPMHU's Field Negotiating Committee and the National Negotiations Team. Indeed, during the third week of October 2015, a Field Negotiating Committee met at NPMHU Headquarters in

Washington, DC to review and issue recommendations with regard to all of the proposals submitted from the members and Local Unions. This complex but extremely useful process allowed the Union to develop its opening bargaining proposals with maximum input from the NPMHU membership.

Our bargaining kick off with USPS is scheduled for February 25th. Periodic updates concerning the progress of the negotiations will be provided to the Locals and to the membership on a regular basis. Members are encouraged to watch your bulletin boards and website for the most current information.

Hogrogian also addressed the bargaining status of our sister postal unions. Since February 2015, both the American Postal Workers Union and the National Rural Letter Carriers Association have been negotiating over the terms of their expired 2010 National Agreements. They both initially reached impasse with the Postal Service. The



National President Paul Hogrogian, Vice President, Eastern Region John Gibson and members of the CAD Department gathering with members of Local 305

“THE CONDITION OF POSTAL FINANCES IS AN INTERESTING DYNAMIC, ESPECIALLY WHEN THE SUBJECT GETS RAISED WHILE NEGOTIATING NATIONAL LABOR CONTRACTS.”

APWU and the USPS tried mediation through the Federal Mediation and Conciliation Service, while the NRLCA and the USPS did not. More recently, the APWU and the Postal Service have just begun interest arbitration hearings before a three-member Arbitration Board chaired by Professor Stephen Goldberg, who also served as the APWU/USPS interest arbitrator in the 2000 round of national negotiations. “As we know from our last contract, the results could have an effect on mail handlers. We will provide behind the scenes assistance, to the extent we are asked and to the extent it is in the interest of mail handlers,” said Hogrogian.

Just days before the semi-annual meeting, the Rural Letter Carriers announced a tentative agreement with the Postal Service for a three-year contract, providing for continued general wage increases and cost-of-living adjustments, in exchange for additional workforce flexibility. And the city carriers, through the National Association of Letter Carriers, were opening their 2011 round of negotiations on precisely the same day and at the same time that President Hogrogian was reporting to the Local Union representatives.

The condition of postal finances is an interesting dynamic, especially when the subject gets raised while negotiating national labor contracts. Hogrogian noted that the Postal Service has been pleading poverty for some time. However, the Postal Service reported a \$1.3 billion operating surplus for Fiscal Year 2015. Parcel volume and revenue have been steadily increasing. The peak season in 2015 was also a major success for the Postal Service; package volumes were up 18.5% over the same period last year. The Postal Service actually showed a \$1 billion profit in controllable income for the first quarter of FY 2016, according to President Hogrogian.

On the flip side, the 4.3% exigent rate increase that was adopted by the Postal Regulatory Commission and extended by court order is now set to expire in April 2016. This represents approximately \$2 billion of annual revenue. If no action is taken by the Postal Regulatory Commission or by Congress, postal rates will actually decrease during the next few months. The Postal Service claims that if the PRC does not act and Congress does not take necessary action to address the retiree prefunding issue, the USPS could run out of money sometime next year, per-

haps as early as April 2017. This obviously could have an impact on national contract negotiations.

Hogrogian then updated attendees on subcontracting initiatives facing the NPMHU. Two years ago, the Postal Service conducted a pilot program to test methods of subcontracting the processing and sortation of originating and destinating non-machinable outside (NMOs) parcels currently performed in the NDCs. The test sites were the Chicago NDC and the Des Moines NDC, and the test dates ran from December 10, 2013 through June 26, 2014. The chosen subcontractor was the United Parcel Service. The NPMHU filed a national grievance protesting this action. The NMO pilot project has now ended and the NMO parcel operations have been returned to their normal processing procedures in the NDCs. The Postal Service has informed the NPMHU that it has ceased further evaluation of the subcontracting of the NMO operations. “While this is certainly good news, we are also keenly aware of the Postal Service’s history of changing its mind on such matters,” Hogrogian cautioned.

The Fishgold interest arbitration award referred several outstanding issues to the Subcontracting Committee, including the Surface Transfer Centers (STCs), the bedloading or consolidating/deconsolidation project (CDFs), and the Mail Transport Equipment Centers (MTECs). Hogrogian stated that meetings addressing the possibility of returning this work to the Mail Handler craft are continuing. “It is still too early to announce any results, but we are continuing our efforts to bring at least some of this subcontracted work back” to the Postal Service and to the NPMHU bargaining unit, said Hogrogian. The discussions have started to approach the subject on a facility by facility basis, with the Postal Service extending its current subcontracts for short periods of time while discussions continue; subcontracting will also be a major topic in 2016 bargaining.

President Hogrogian discussed the recently negotiated Memorandum of Understanding concerning the filling of residual vacancies. The MOU applies only to those installations that are not under Article 12 withholding. “We feel that this MOU will provide greater opportunities for MHAs to achieve career status. Hundreds of MHAs have already been con-



National Secretary-Treasurer Mark Gardner delivers the Treasurers report to the SAMLU



Aetna Director of National Accounts Brad Corban with his report to the SAMLU



Aetna Director of Federal Programs Sue Kohl



National Trainer Tim Dwyer with a report on Article 12 Task Force



National Legislative and Political Director Bob Losi with his report to the SAMLU

verted to full-time career status as a result of this MOU, with more to come,” said Hogrogian. To date, over 4,000 MHAs have been converted since the advent of the MHA category. The National Office recently signed an addendum which strictly establishes a ratio of three or five MHA conversions for every non-priority transfer, depending on the size of the facility. This extension will provide even more conversion opportunities for our MHAs.

President Hogrogian briefed attendees on the status of the Small Parcel Sorter System (SPSS), new technology currently deployed in in approximately thirty facilities around the country. With the rapid increase of parcel mail, we expect even more of this equipment to be deployed in future years.

On June 1, 2015, the USPS announced that the primary craft for all duties associated with the operation of the SPSS is the mail handler craft. As most everyone knows, in a stunning and totally unacceptable move, in early August 2015 the Postal Service notified the NPMHU of its decision to reverse that craft determination and to staff the SPSS in a manner similar to the way the APBS is staffed. Clerk craft employees were awarded the facing function with rotation to the sweeping function. “This decision defies all principles of good faith bargaining,” said Hogrogian. The NPMHU is doing everything in its power to challenge this decision, including but not limited to appeals through the RI-399 dispute resolution procedures, the filing of unfair labor practice charges with the NLRB, and a lawsuit filed in federal court. The Union’s General Counsel, Bruce Lerner, discussed the status of each of these legal proceedings in greater detail during his report as well.

When speaking about the RI-399 process, Hogrogian commented that those involved in the jurisdictional dispute process probably have noticed that the process for deciding RI-399 matters has been dormant for some time. The reason that cases have not been routinely heard is that the parties at the National level have been trying to revise or update RI-399 in a manner that makes sense. “There is no signed agreement or settlement, and such settlement would be contingent on a satisfactory resolution of the SPSS issue,” cautioned Hogrogian.

Hogrogian summarized the revision of RI-399 procedures as follows. The agreement

would involve the withdrawal of all pending National disputes which would solidify NPMHU jurisdiction over containerization, the AI/ATHS of the AFSM 100, the Automated Parcel Processing System, and the FSS machine. Disputes about the Advanced Facer Cancellor System would proceed to arbitration. Modifications to RI399 would also establish new inventories that would reflect which craft was doing the work on September 1, 2014. This would allow all parties to document and solidify, once and for all, the existing work assignments. Discussions on this potential RI-399 global settlement have already been held during recent meetings of the National Executive Board, the Committee on the Future, and the Contract Administration Department, as well as at the SAMLU in August 2015. Discussions are continuing among the three parties at the National level. Local Unions will be kept informed as these discussions progress.

Following President Hogrogian, National Secretary-Treasurer Gardner provided a detailed presentation and entertained questions and comments on a variety of topics, including the NPMHU financial statements for the year ending December 31, 2015; an updated presentation and analysis related to Mail Handler complement, with particular emphasis placed on the importance of organizing our new MHAs; membership trends and revenue allocation among our Union’s affiliated organizations; a review of cost-of living and wage adjustments provided under the 2011 National Agreement; and upcoming events such as the NPMHU’s quadrennial and LIUNA’s quinquennial Conventions, both occurring during 2016. It is noteworthy that these Conventions occur in the same year only once every 20 years.

The attendees also heard a report from NPMHU Legislative and Political Director Bob Losi on various legislative and political efforts, including but not limited to: an examination of the upcoming federal elections, with Brother Losi’s analysis of the race for U.S. President and key House and Senate contests; a description of Senate Bill 2051, also known as iPost reform legislation proposed by Senator Tom Carper (D-DE); and various proposals pending in the House of Representatives concerning service standards, six-day business and residential delivery, and modernization of the postal net-

“THE NMO PILOT PROJECT HAS NOW ENDED AND THE NMO PARCEL OPERATIONS HAVE BEEN RETURNED TO THEIR NORMAL PROCESSING PROCEDURES IN THE NDSCS.”



Local 299 President Jason Adachi



Local members and guests



Local 297 President Chris Bentley



Local 321 President Cindy Hoehl-Rinker

work. Brother Losi also spoke at length about the status of the USPS Board of Governors and concerns related to their inability to convene a quorum. He also gave a comprehensive presentation on the status and impact of the NPMHU Political Action Committee (PAC).

On day two, Aetna's Director of National Accounts, Brad Corban, accompanied by Aetna's Director of FFS Plans and Integration, Sue Kohl, gave a comprehensive report on the status of the Mail Handlers Benefit Plan (MHBP). They jointly presented on all matters relative to the most recent open season – discussing the following topics in appropriate detail: (1) membership trends in the Value, Standard and Consumer Plans; (2) MHBP product review and strategy for the 2017 offering; (3) prescription trends 4) and marketing strategies. SAMLU attendees were eager to hear Aetna representatives highlight the reasons behind the favorable enrollment numbers for the 2016 plan year.

Assistant to the Secretary-Treasurer Michael Hora then gave a comprehensive presentation on matters related to increasing NPMHU membership with enhanced MHA recruitment procedures. He led a discussion on important components of the NPMHU membership recruitment strategy including new employee orientation, for MHAs, newly converted career employees, and transfers from other crafts, local strategies to enhance organizing, routine and timely processing of Forms 1187, and tracking and pursuing non-members.

Contract Administration Department Manager T.J. Branch then provided a full report on the activities of that department since the last meeting of the Local Unions, addressing and taking questions on each of the following issues: National arbitrations and settlements including Handbook PO-408; Discipline of MHAs Under the "Just Cause" Standard; and MHA Carryover of Annual Leave Upon Conversion. Brother Branch also spoke to the activities of the National Dispute Resolution Committee and jurisdictional issues arising under Regional Instruction No. 399. Branch also reviewed the USPS's Counseling at Risk Employees (CARE) and Badge Reader System (BRS) pilot programs, discussing their potential impact on the mail handler craft. Finally, Branch reviewed the potential impact of a random OPM audit of FEHB enrollees. Following the CAD report, National Trainer and CAD Representative Tim Dwyer delivered a report from the Article 12 task force.

On day three of the SAMLU meeting, the NPMHU presented a comprehensive training program covering application and enforcement of the Family Medical Leave Act. National CAD

Representatives T.J. Branch and Tim Dwyer, Local 308 President and Eastern Regional Vice President John Gibson, and Counsel Kathleen Keller presented on a plethora of issues relevant to FMLA. The meeting was well-received, and resulted in a lively exchange of opinions and ideas.

The next Semi-Annual Meeting of the Local Unions is scheduled for December 2016 in Tucson, Arizona.



Local 322 President Kelly Dickey



Local 322 Treasurer John Szewczyk



Local 302 President Ernie Grijalva



Local 297 Treasurer Pamela Grant



Local 301 President Rene Morissette



Local 300 President Kevin Tabarus



Local 302 Treasurer Tony Coleman



National President Paul Hogrogian with members of Local 302

FMLA PROTECTION



THOMAS J. BRANCH, Manager, CAD

“...eligible employees are entitled to twelve workweeks or 480 hours of leave in a 12-month period.”

On the last day of the recent SAMLU meeting in New Orleans, LA, the NPMHU conducted a one-day training on the rights of mail handlers under the Family and Medical Leave Act. The purpose of the training was to familiarize those in attendance with the basic principles, rules, and postal policies under the Act and to give them the tools to protect our members’ FMLA rights.

The Family and Medical Leave Act was enacted in 1993 and allows Postal Service employees (including MHAs) who have worked at least 12 months for the Postal Service and have worked at least 1,250 hours in the year prior to the start of their leave not to have to choose between their job and leave which they need for their own illness or to help family members who need their care. The 1,250 hours are counted as they would under the Fair Labor Standards Act (FLSA), and only hours actually worked count toward the 1,250-hour requirement with some exceptions. In calculating the 1,250 work hour eligibility period, per condition per leave year, the FMLA leave year is defined as the Postal Service’s leave year.

Eligible employees can take unpaid leave for specific individual or family medical reasons, with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

In accordance with the Act, eligible employees are entitled to twelve workweeks or 480

hours (workers’ compensation leave may count against FMLA entitlements) of leave in a 12-month period for:

- The birth of a child or to care for the newborn child within one year of birth;
- The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement; intermittent leave can be taken with the permission of the employee’s supervisor;
- FMLA leave can also be taken to care for the employee’s “spouse,” defined as husband or wife as defined under the law of the state in which the employee was married (including same sex and common law);
- To care for a “child,” defined as a biological, adopted or foster child, stepchild, legal ward or a child whom the employee has the day-to-day responsibility to care for, who is under 18 or who is older than 18 and incapable of self-care;
- To care for a “parent” who has a serious health condition. A parent is defined as the biological parent, adoptive step-parent or any individual who had the day-to-day responsibility to care for;
- A serious health condition is a condition that makes the employee unable to perform the essential functions of his or her job;
- Any qualifying exigency arising out of the fact that the employee’s spouse, son, daughter, or parent is a covered military member on “covered active duty”; or
- Twenty-six workweeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service



More from SAMLU New Orleans: 1 • Wayne Lynch Local 303 with a question to the trainers. 2 • Local 305 Dwight Burnside. 3 • Local 303 Treasurer Van Cunningham engaging the trainers. 4 • Local 305 President Felandria Jackson. 5 • Local 317 Maria Boucher with a question for the trainers.

member's spouse, son, daughter, parent, or next of kin (military caregiver leave).

For purposes of the Act, a "serious health condition" is defined as an illness, injury, impairment, or physical or mental condition involving one or more of the following:

- A one night stay in the hospital which includes any period of inpatient care in a hospital, nursing home, or hospice.
- Incapacitation of three days or treatment of two or more times by a health care provider within 30 days or one visit plus a continuing regimen of treatment.
- Pregnancy, adoption, foster care to include any period of incapacity, or time missed due to prenatal medical appointments or legally-required preparations.
- A Chronic Condition to include any period of incapacity due to a serious health condition that continues over an extended period of time.
- Permanent or Long Term Incapacity which includes any period of incapacity due to a condition of the employee or qualified family member that is permanent or long term for which treatment may not be effective.
- Receiving Multiple Treatments which include any period of incapacity to receive treatments that would result in a period of incapacity of more than three consecutive full calendar days. Examples include chemotherapy, physical therapy or pregnancy.

Under the FMLA, employees may take leave on an intermittent basis or on a reduced schedule under certain circumstances. The Act defines *intermittent leave* as leave taken in separate blocks of time due to a single qualifying reason. A

reduced leave schedule is a schedule that reduces an employee's usual number of working hours per workweek, or hours per workday.

It is important to note that, in determining the amount of leave used by an employee, the fact that a holiday may occur within the week taken as FMLA leave has no effect; the week is counted as a week of FMLA leave. However, in accordance with the Act, if an employee is using FMLA leave in increments of less than one week, the holiday will not count against the employee's FMLA entitlement unless the employee was otherwise scheduled and expected to work during the holiday.

While FMLA leave is unpaid leave, the FMLA permits an eligible employee to substitute accrued paid leave for FMLA leave. The term substitute means that the paid leave provided by the Postal Service, and accrued pursuant to established policies of the National Agreement and the Employee and Labor Relations Manual, will run concurrently with the unpaid FMLA leave. Accordingly, the employee receives pay pursuant to the employer's applicable paid leave policy during the period of otherwise unpaid FMLA leave. An employee's ability to substitute accrued paid leave is determined by the terms and conditions of the Postal Service's normal leave policy.

When using paid leave, Arbitrator Shyam Das has ruled in a National level arbitration decision that "[t]he FMLA requires the employer, subject to certain exceptions, to accept certification of the need for intermittent leave as sufficient documentation for unpaid FMLA leave. The Postal Service has complied with the FMLA in that respect. The FMLA, however, does not require the employer to accept that certification for paid leave, if – as in the case

here – the employer's uniform policy requires different documentation for paid leave."

The Act requires the Postal Service to make employees aware of their rights under the law by posting notices of FMLA rights and responsibilities on Postal Service bulletin boards. The Postal Service is also required to provide written notice of FMLA expectations and obligations to any employee taking FMLA leave.

The Department of Labor's Wage and Hour Division (WHD) enforces FMLA. The Act forbids the Postal Service from discouraging or denying an employee's right to take FMLA leave. The Act also prohibits retaliating against employees who take or attempt to take FMLA leave; it also prohibits discharging or discriminating against employees who have made a complaint about unlawful practices under the Act.

Employees who believe their FMLA rights have been violated may file a grievance under Article 15 of the National Agreement. The NPMHU and the Postal Service have agreed in a Step 4 Grievance No. C06M-1C-C 10158799 dated February 12, 2013 (citing National arbitration award No. Q98N-4Q-01090839, dated April 28, 2002) that arbitrators have the authority to interpret and apply statutory law, including the Family and Medical Leave Act, when necessary to their decision in a pending grievance.

In addition, employees may file a complaint with the WHD or file a private lawsuit against the employer. FMLA enforcement depends on employees being aware of their rights, making the Union aware of any violation of these rights, and taking the initiative to ensure that these rights are not violated by USPS management.

Thomas J. Branch
Manager, CAD



6 • NPMHU FMLA Trainers (l-r) Eastern Region Vice President John Gibson, General Counsel Kathleen Keller, CAD Manager TJ Branch, National Trainer Tim Dwyer, and National President Paul Hogrogian. 7 & 8 • NPMHU members fully engaged at the FMLA training.

POSTAL LEGISLATION IN THE 114TH CONGRESS

USPS NEEDS SOUND POSTAL REFORM

Unlike the most recent or 113th Congress, when over thirty-five postal bills were introduced, the first year of the current 114th Congress has not seen a similar glut of bills filed. But the NPMHU's goal, and the goal shared by our sister unions, is to pursue legislation that grows the business of the U.S. Postal Service, rather than tearing it down. This goal can be achieved by passing comprehensive postal reform that fixes the financial mess caused by required funding of the Retiree Health Benefits Fund, rolls back unwise changes in service standards, and prevents further closings and consolidating of mail processing installations. We have been and will continue to meet with all of the representatives from the mailing industry, from USPS management, and from our allies within the APWU, the NRLCA, and the NALC.

There is a growing recognition in the 114th Congress that there is a need to preserve and grow the entire industry surrounding the U.S. Postal Service. There is pending and drafted legislation that consists of bills and resolutions that have bi-partisan support to accomplish this goal. Below are some of these bills and their current status.

The first three are resolutions. This type of legislation cannot be enacted into law, but is used to express the views of Congress and to suggest that the Postal Service take any and all appropriate actions to adhere to the congressional resolution. We support all three, as does the NALC, the NRLCA, and the APWU.

H. Res. 54 Sponsor: Rep. David McKinley (R-WV)
Introduced 1/27/2015

Expresses the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.

This resolution has 229 co-sponsors and has been referred to the House Committee on Oversight and Government Reform.

H. Res. 28 Sponsor: Rep. Susan Davis (D-CA)
Introduced 1/12/2015

Expresses the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers.

This resolution has 179 co-sponsors and has been referred to the House Committee on Oversight and Government Reform.

H. Res. 12 Sponsor: Rep. Sam Graves (R-CA)
Introduced 1/6/2015

Expresses the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.

This resolution has 228 co-sponsors and has been referred to the House Committee on Oversight and Government Reform.

Also in the House of Representatives, numerous bills have been introduced that, if passed, would affect postal and federal employees. The following bills are supported by the NPMHU.

H.R. 784 Sponsor: Rep. Rosa DeLauro (D-CT)
Introduced 2/15/2015

Title: Protect Overnight Delivery Act
Co-sponsors 102

Latest Major Action: 2/5/2015 Referred to the House Committee on Oversight and Government Reform.

This bill would force the USPS to reinstate service standards that were in effect on December 31, 2011.

H.R. 973 Sponsor: Rep. Rodney Davis (R-IL)
Introduced 2/13/2015

Title: Social Security Fairness Act of 2015
Cosponsors 131

Latest Major Action: 2/13/2015 Referred to the House Committee on Ways and Means.

This bill would benefit up to 1.5 million postal/federal retirees that currently fall under the restraints of the Windfall Elimination Provision and the Government Pension Offset.

The NPMHU has been on the forefront of recent attempts to adjust or eliminate the unjust impact of both the WEP and the GPO, ever since they were adopted during the Reagan Administration.

S. 2051 Sponsor: Sen. Thomas Carper (D-DE)
Introduced 9/17/2015

Title: Improving Postal Operations, Service, and Transparency Act of 2015 (iPost)

Latest Major Action: 1/21/2016 Hearings held by the Senate Committee on Homeland Security and Governmental Affairs.

These are the key pieces of legislation that could start the road to successful postal reform legislation, and to other actions sought by the NPMHU.



ROBERT LOSI, Legislative and Political Director

WHERE WE ARE TODAY

The NPMHU continues to work with the leadership and staff from the House Oversight and Government Reform Committee and the Senate Committee on Homeland Security and Governmental Affairs to shape good, strong legislation.

President Hogrogian and his counterparts from the other postal unions have been working, at the same time, the senior management of the Postal Service and many of the major mailing groups to craft a solution that solves USPS financial issues, adds new sources of postal revenue, and keeps the Postal Service competitive.

For many years, all stakeholders have been touting the integral role that the mailing industry plays in today's American economy. The mailing industry employs over 7.4 million people and has revenues over \$1 trillion dollars yearly.

The Ponemon Institute has for the last seven years named the USPS the most trusted governmental agency, which is another reason why Members of Congress from both political parties need to support our nation's Postal Service and solve the existing problems, many of which are caused by unjustified congressional mandates.

POLITICS

Amid all of the uncertainty of the current election season, it is certain that the nation will elect a new U.S. President in 2016. Also up in 2016 are 34 Senate seats, of which 24 are currently held by Republicans and 10 by Democrats. Also, all 435 seats in the House of Representatives are up for reelection this year, as are 12 governors and all state legislatures.

The final election will be held on November 8, 2016. **Please register to vote, please be certain to vote, and please, when voting, keep your interests as Mail Handlers at the top of your agenda!**

Robert Losi
Legislative and Political Director

2016 PAC

INCENTIVE AWARDS



2016 PAC Incentive Awards

<u>Level</u>	<u>Donation</u>	<u>Award</u>
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Tumbler
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Duffel Bag
Ambassador	\$500	PAC Backpack

YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at www.liteblue.usps.gov. Follow the instructions printed on page 16 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



NOTICE CONCERNING CONTRIBUTIONS:

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

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

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

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

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



(Cut here and return to NPMHU PAC)



YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

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

Address _____ Local _____

Employer (if other than USPS) _____ Job Title _____

Contribution Amount: (Please check one):

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

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

VISA MASTERCARD Acct.# _____

Signature _____ Expiration Date _____

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

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

PostalEASE by TELEPHONE:

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

PostalEASE on the WEB:

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

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



NPMHU PAC

2015 CONTRIBUTORS

The National Postal Mail Handlers Union Political Action Committee (NPMHU PAC) contributes to campaigns of candidates for and incumbents of Congress who repeatedly demonstrate “concern for working people and for [the] aims and objectives of the NPMHU and the entire trade union movement.”

The PAC is non-partisan in its operations, and, by federal law, is financed completely through voluntary contributions from members and groups who subscribe to the objectives of the Mail Handlers PAC.

Your Union needs your active involvement in contributing to the Political Action Committee

to assist candidates who will work to protect the wages and benefits of all Mail Handlers. Our PAC membership is small but growing larger. Below is a list of the 2014 contributors to the NPMHU Political Action Committee. It is an honor roll of members who have contributed to the growing political power of your Union.

PAC CONTRIBUTIONS FOR 2015

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

Local	Name	Local	Name	Local	Name	Local	Name
297	Michael Caird	303	David Castillo	306	Jerome Thurmond	310	Joseph Sanders
297	Nathaniel Campbell	303	Eddie Cowan	306	Dani Zimmerman	310	Cynthia Smith
299	Calvin Takae	303	Jarol Garcia	307	Ellen Carpenter	310	Antonio Smith
300	Robert Blum	303	Lance Holmes	307	James Haggarty	310	Carlton Stephens
300	Ting Tung Mui	303	Daniel Ortega	307	Rita Tripp	310	Kenneth Watson
300	Charles Price	303	Eric Schneider	308	John Gibson	311	Billy Harris
300	Thomas Reid	303	Javier Valencia	308	Scott Newman	311	Eileen Mills
300	Kevin Tabarus	303	Debra Works	308	Michael Rembelinsky	311	Darik Muhammad
300	Anthony York	304	James Bell	308	Joseph Stancell	311	Michael Panarelli
301	Jeffrey Anderson	304	Harmon Dixon	308	Richard Zeh	315	Jerry Alexander
301	Edward Barnes	304	Gregory Hill	309	Alex Catello	315	David Joyce
301	Robert Burke	304	Elizabeth Lyons	309	Keith Earll	316	Chris Abrams
301	Patrick Donovan	304	William McLemore	309	HA Fagan-Solis	316	Pago Afualo
301	Timothy Dwyer	304	Rondal Pitcock	309	James Fye	316	Lee Cocks
301	Marion Elder	304	Darvis Wanton	309	Beth Fye	316	Renita Conley
301	John Hegarty	304	Gloria Ward	309	Mark Nitkiewicz	316	Leo Ebio
301	Robert Losi	305	Thomas Branch	309	David Wilkin	316	Roberto Garza
301	Rene Morissette	305	Teresa Harmon	310	Pervous Badilishamwalmu	316	Irene Lowery
301	Patrick Orourke	305	Charles Manago	310	Beverly Batts	316	Steve Migaud
301	Martin Paredes	305	Amber Slater	310	Willie Burks	316	Deborah Retter
301	Charles Pierce	306	Mark Blough	310	Carlos Castellucci	316	Courtney Retter
301	Neil Ryan	306	Ronald Cobren	310	Reginald Chambers	316	Gene Rezac
301	Daniel St Marie	306	Sivi Fischer	310	John Cook	316	Don Sneesby
301	Sean Sweeney	306	June Harris	310	George Coubertier	316	Alvie Yancey
301	Hiram Velez	306	Walter Hiso	310	Lisa Greer	317	Ronnie Sanders
301	Dorothy Wollensack	306	Wayne Hopkins	310	Robert Larmore	318	Carlos Davila
301	William Zayat	306	Marlon Johnson	310	Nolan McClendon	318	Mark Gardner
302	Anthony Coleman	306	Kenneth Leftridge	310	Wilmer Minnifield	318	Lawrence Sapp
302	Ernest Grijalva	306	Manuella Morris	310	Aubrey Mitchell	320	Arnoldo Balderrama
302	George Ramos	306	Gregory Newsome	310	Chawanda Parson	320	Alex Cervantes
303	Denise Brown	306	Jefferson Peppers	310	Reginald Riggins	320	Robert Fournier

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

Local	Name	Local	Name	Local	Name	Local	Name
320	Shawn Garey	321	Claude Ridley	324	John Whitby	333	William Reed
320	Felipe Ruiz	321	David Ross	327	Ronnell Smith	333	Diane Roll
320	Rodolfo Santos	321	Michael Ruiz	329	John Macon	333	Greg Webb
321	Edward Flagg	321	Samuel Tweneboa-Koduah	329	Charles Smith	334	Sheldon Adams
321	Donald Gonzales	321	Errol Wilson	331	Michael Foster	334	Barbara Pridgen
321	Chance Goodson	322	Michael McIntyre	333	Craig Bindrum	334	Anthony Shell
321	Curtis Grantham	322	Christopher Starr	333	Charles Blair	Nat'l	Robin Daniels
321	Cindy Hoehl-Rinker	322	John Szewczyk	333	Eric Cory	Nat'l	Kevin Fletcher
321	Michael Hora	323	Jeffrey Larsen	333	Doris Hampton	Nat'l	Paul Hogrogian
321	Matthew McAuliffe	323	Kathleen Schultz	333	Alisa Hoffman		
321	Zack Mischo	324	Daniel Riemann	333	Monica Marshall		

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

Local	Name	Local	Name	Local	Name	Local	Name
297	Derek Bryant	306	Belinda Jackson	316	Petra Rezac	333	Barry Adair
297	Pamela Grant	306	Timothy McKenna	316	Mark Sagatu	333	Mike Ballard
297	William Staab	306	Sharon Norris	318	Luis Centeno	333	Steve Benschopf
299	Jason Adachi	306	Richard Porter	318	Larry Dowdell	333	Tim Brettmann
300	Richard Couvertier	306	Max Rehbein	318	Emmanuel Ortiz	333	Wayne Burch
300	Wilfredo Delgado	306	Michael Richards	318	Enrico Reedy	333	Joseph Burriola
300	Marcenia Johnson	306	Willie Russell	318	Thomas Sheldon	333	Susan Cowman
300	Dawn Licata	306	Sandra Toney	318	Ralph Simmons	333	Shane Ford
300	Daniel Martinelli	307	Cheryl Vague	318	King Solomon	333	John Gallagher
300	Thomas Murata	308	Nicholas Campellone	318	Ronnie Whitfield	333	Bernal Gutierrez
300	Thomas Ruther	308	Robert Glycenfer	320	Adrian Alvarez	333	Kyle Hanks
301	Michael Coletta	308	Joseph Leotta	320	Darren Dankert	333	Robert Howe
301	Scott Curtis	308	Michael Mohan	320	Jorge Hernandez	333	Alan Joiner
301	Michael Guilfoyle	308	Octavia Sas	320	Ralph Meza	333	Caral Kingery
301	Geoff Henderson	308	Lisa Taggart	320	Cesar Polanco	333	Sherri Kingery
301	Sharlene Labore	308	Mildred Wagner	320	Madelyn Puricelli	333	Randy Krueger
301	Charles Masterson	308	Joseph Zelenenki	320	Simon Spotts	333	Victoria Mann
301	Ian Norris	309	Daniel Cornish	321	Phillip Armendarez	333	Jeffery Marean
301	Randy Oliver	309	John Esterdahl	321	Roberto Hernandez	333	Ervin McKnight
301	John Reilly	309	Bryan Farmer	321	Richard Lairscey	333	Frankie Micile
301	James Roche	309	Gregg Hubbard	321	Jeffrey Morgan	333	Jeffrey Mount
301	Victorino Tiongson	309	Lisa McDonell	321	Ed Oliver	333	Sally Myers
302	Kimberly Garcia	309	Timothy Morath	321	Daniel Oliver	333	Baribor Ngia
302	Paula Ward	310	Charles Franklin	321	Lloyd Pugh	333	Mark Sanders
303	Deborah Bachor-Lehmer	310	Marvin Parker	321	Peder Rodriguez	333	Michael Schwartz
303	Phillip Ciulla	311	Byron Bennett	321	Jenny Rose	333	Suzanne Umphfleet
303	Cesar Enciso	311	Kenneth McFarland	322	JE Bridge	333	Roger Veerhusen
303	Wendell Jackson	311	Roxie Olds Pride	322	Kelly Dickey	333	John Wright
303	Jason Marlow	311	Otis White	322	Joseph Fitzgerald	334	Tracei Ealey
303	Richard Pop	313	Irene Sanchez	322	Timothy Parker		
303	Oswaldo Quintana	313	Luis Toyos	323	Brock Engstrom		
303	William Roux	314	Anthony Banks	323	Tina Freeman		
303	Juan Torres	314	Yvette Luster	323	Matt Lopez		
305	Michael Perry	315	Rodney Cardwell	323	Douglas Vitek		
305	Shavonnie Zimmerman	316	Aiza Ablang	325	Joey Breland		
306	Jeff Bridges	316	Thomas Bilodeau	328	Todd Larson		
306	George Cantrell	316	John Gretener	329	Calvin Booker		
306	Austin Carr	316	Steven Hathon	329	Julius Takacs		
306	John Corley	316	John Luke	332	Woodrow Hendrickson		
306	Michael Fromme	316	Gregory McGovern	332	Robert McFall		

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

Local	Name	Local	Name	Local	Name	Local	Name
297	Daniel Appelhanz	302	Tim Hammond	308	William Harris	318	Bill Harris
297	Pamela Collins	302	Dwight Parker	308	Christopher Lee	318	Shawndala Jones
297	Lawanda Newton	302	Melinda Simental	308	Matthew Matteis	318	Gary Jones
297	Angelia Savala-Joyce	303	Jose Alvarado	308	Raymond Rosenberger	318	Shandelisa Kenerson
299	Tanya Arcangel	303	Levette Birdsong	308	Garry Simmons	318	Ben Martin
299	Jose Bautista	303	Timothy Cabot	308	Laurene Smith	318	Nicholas Mosezar
299	Reynaldo Devera	303	Loren Chase	308	Ronald Sweetman	318	Ronald Nordyke
299	Catherine Fisher	303	Terrie Collins	308	Amber Wintermute	318	Jorge Ortiz
299	Kathy Hanson	303	Paul Costello	309	Robert Albright	318	Donna Turner
299	Ernest Knight	303	Van Cunningham	309	James Ditchfield	318	Suzanne Viveiros
299	Alan Lum	303	Gary Doss	309	Mitch Fite	318	Michelle Wallace
299	Edelmiro Rodriguez-Moral	303	Howell Fontanilla	309	Paul Forshey	318	Shanitra Walton
300	Raymond Bermudez	303	Darnell Givens	309	Edward Hamlin	319	James Rosso
300	Peter Bilotta	303	Cathy Gravino	309	Ronald Heiss	320	Arturo Aguilar
300	Howard Curry	303	Larry Hall	309	Brian Hurd	320	David Cano
300	Andrea Haynes	303	Christina Harper	309	Robert Law	320	Theresa Corcoran
300	Michael Jacobus	303	Christopher Harris	309	Raymond Morrison	320	Bernie Gonzalez
300	Lucy Lombardo	303	Henrietta Hogg	309	Christopher Rine	320	Aaron Hernandez
300	Frank Longo	303	Kathleen McNeil	309	Terry Rogan	320	Steven Montgomery
300	Thomas Mullahey	303	Pedro Naveiras	309	Lori Sabatino	320	Donald Thompson
300	Joseph Palau	303	Patricia O'Brien	310	Troas Boyd	320	Jeremy Wood
300	Mark Palovchek	303	David Palmas	310	Gary Carter	320	David Worhack
300	Sharon Scott	303	Ray Paniagua	310	William Hopkins	321	Deb Alder
300	Ronald Sodaro	303	Carlos Perez	310	Albert Steward	321	Brenda Bazykowski
300	Fitzgerald Turkvan	303	Elisa Salazar	310	Lynetrice Wilkins	321	Curtis Beattie
300	Donald Utz	303	Aukushan Scantlebury	311	Jack Bell	321	Michael Blackburn
301	Craig Adams	303	Kenneth Smith	311	Donnell Cooper	321	Brian Capra
301	Gregory Barberian	303	John Stewart	311	Horace Dixon	321	Louis Crew
301	John Bessette	303	Nick Tsames	311	Johnnie E. Henry	321	Daniel Elliot
301	Robert Broxton	303	Ronald Williams	311	Linda Lewis	321	Susan Gonzales
301	Cindy Depietro	304	Thomas Davis	311	Bridget Lightbourne	321	Robert Koryto
301	David Desharnais	305	Derrick Carr	311	Lelo Simmons	321	Daniel Rountree
301	Mark Dragone	305	David Cocke	311	Abdul Whisenhunt	321	Delmas Rowe
301	Mark Elia	305	Richard Flanagan	312	Alice Bingham	321	Richard Ruiz
301	Robert Fisher	305	Clara Jackson	313	Julio Figueroa	321	Oscar Santillano
301	Robert Goggin	305	Danny Mangan	313	Maurice Torres	321	Mark Tauber
301	Fred Hickey	305	Jose Pena	315	Colin Moore	321	Cicero Untalan
301	Debra Houghton	305	Byron Scott	315	Kevin Parsons	322	Samuel D'Ambrosio
301	Marty Jarmulowicz	306	Brian Bragg	315	Gregory Stark	322	Ken Koscinski
301	Thomas Kondroski	306	Tiffany Byers	316	Alan Brashear	322	James Lubbert
301	Allen Lecours	306	Robert Howze	316	Aaron Doherty	322	Edward Shrift
301	Agostino Lopes	306	Sharifa Knowles	316	Carol Edwards	323	Dean Abatte
301	Jeffrey Maxner	306	Manuel Lazu	316	Sean Fryer	323	Brian Blatchford
301	Michael McAteer	306	Nick Lehto	316	Gary Kalich	323	Michael Straiton
301	Bernard Meehan	306	Curt Przyborowski	316	Tim Knight	323	Thomas Swerdlick
301	Judy Mercurio	306	Joseph Sell	316	Johnny McKissick	324	Stephen Ikley
301	Jacqueline O'Connell	306	Alvin Simmons	316	Richard Neal	327	Larry Burk
301	John O'Connell	306	Judy Wells	316	Salvatore Schillaci	327	Brock Isakson
301	Michael Pasquale	306	Anthony Williams	316	Katrina Tava	328	Darren Marso
301	Vincent Raillo	306	Mae Winters	316	Anthony Watson	328	Arlan Smedsrud
301	Dennis St Pierre	307	Marlon Harris	317	Rodney Tyus	328	Patricia Smedsrud
301	Rachel Stevenson	307	Markia Prepetit	318	James Becker	329	Kerry Scates
301	Timothy Sullivan	308	Steven Bahrle	318	Robert Borges	330	Robert Griffith
301	Suzanne Sylvia	308	Kim Cameron	318	Shimmel Brown	330	John Regis
301	Keith Vincent	308	Caryn Davis	318	Wayne Campbell	331	Daniel Barnaby
302	Charles Blalock	308	Audra Dobyan	318	Cono D'Elia	331	Lloyd Johnson
302	Helen Cerda	308	William Finley	318	Charlotte Douglas	331	Nathan Price
302	Shawn Dalton	308	Jeanne Gladilina	318	Meredith Fuentes	332	Steven Jensen
302	Dean Deluna	308	John Gleason	318	April Guyton	332	Matthew Stevens

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

Local	Name	Local	Name	Local	Name	Local	Name
332	Edvina Tesch	333	Geralyn Doescher	333	Angela Marshall	333	Corey Smith
333	Mark Alexander	333	William Dunn	333	Christopher Masetter	333	Michael Smith
333	Donald Bailey	333	Michele El-Bekraoui	333	Brad McDonald	333	Brian Tallman
333	Cameron Barnes	333	John Fickes	333	Anthony Mendoza	333	Karen Tallman
333	Steve Bauman	333	Terry Fitzgerald	333	Duane Mickael	333	Donald Thomas
333	Robert Bell	333	David Freeman	333	David Miksell	333	Mary Trucano
333	Marvin Bennett	333	Emmanuel George	333	Vern Millsap	333	Leslie Trujillo
333	Harvey Blackman	333	John Gomez	333	Francis Montgomery	333	Susanna Ward
333	Bryant Blackman	333	Deborah Hall	333	Calvin Nettles	333	Lawrence Ware
333	Thomas Blair	333	John Haus	333	Daniel Olivera	333	Vistoria Warren
333	Joyce Brennan	333	Ernie Haywood	333	David On	333	Kurtis Weeks
333	Grant Bresley	333	James Heath	333	David Parrish	333	Gregory West
333	Denise Brown	333	Kenny Hepker	333	Timothy Perrigo	333	Richard White
333	Michael Brown	333	Lori Heuton	333	James Pledger	333	David Williams
333	Larry Bryan	333	Stephan Hopkins	333	Dennis Reeser	333	Larry Williams
333	Jeanne Butler	333	Michael Huck	333	Douglas Riseley	333	Stephanie Yang
333	Michael Carpenter	333	Larry Humeston	333	Michael Rolniak	334	Alexander Adams
333	Paulette Celley	333	Dennis Irvin	333	Larry Rose	334	Norman Hall
333	Wayne Coe	333	Lee Kessler	333	Brian Sandberg	Nat'l	Noah Giebel
333	David Coffman	333	Danelle Krull	333	Dwayne Schoep	Nat'l	Debra Meyers
333	Robert Connair	333	Robert Lawson	333	Blake Scott	Nat'l	Mitzi Montemore
333	Dave Current	333	John Louden	333	Kathleen Shipman		
333	Lorren Dennison	333	Danny Luing	333	Jeffrey Smith		

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

Local	Name	Local	Name	Local	Name	Local	Name
297	Edwin Bland	303	Christopher Gayles	308	Steven Harvey	315	James Kline
297	Joseph Denner	303	Laurie King	308	Keith Johnston	316	Gordon Branch
300	John Costigan	303	Maura Pettit	308	James Jordan	316	Betty Finley
300	Stephen Fletcher	303	Robert Rodriguez	308	Joseph Labriola	316	Troy Hudson
300	Thomas Hoffman	303	Thomas Sansevere	308	Jeanette Lanza	316	David Maggart
300	Steve Morrow	303	Dwight Whitney	308	Richard Leinbach	316	Douglas Miller
300	Kim Pinkney	303	Laurence Williams	308	Joseph Lutcavage	316	Dae Seuk
300	Theresa Start	304	James Clark	308	Warren Mclendon	316	Terry Sluciak
300	Gilbert Stevens	304	Fred Topping	308	Robert Nuss	318	Carlos Armas
300	Victor Stewart	305	Edward Brooks	308	Sheila Powell	318	Rick Frantz
300	Trevor Stuart	305	Cheryl Johnson	308	Craig Rollerson	318	Louis Garnett
300	Charsesa Tevenal	305	W. A. Morgan-Hooks	308	Shelby Root	318	Matthew McDonald
301	George Buckley	305	Ernie Sawyer	308	Alicia Smith-Allen	318	Robin Person
301	Paul Bureau	306	Steven Barber	308	Geraldine Sterrette Cooper	318	Andrew Robertson
301	Brian Duhamel	306	John Castagna	308	Richard Vennera	320	Daniel Barrett
301	Reynaldo Figueroa	306	Mark Coleman	309	James Colling	320	Robert Tallent
301	Thomas Hackett	306	Richard Coleman	309	Gary Gove	321	Steven Deal
301	Robert Hacunda	306	Dennis Gunn	309	Douglas Heyden	321	Tonya Ferguson
301	Gerald Hunt	306	Jeanine Hutcherson	309	Marcus Iwanitzki	321	Kevin Kne
301	Todd Johnson	306	Jacqueline Jarr-Camps	309	Michael Knapik	321	David Morris
301	Scott McEnaney	306	Syed Kaleemulla	309	Charles Wentworth	321	Norm Patterson
301	Kevin Murphy	306	Larry Long	310	Adrien Rameau	321	Eric Reen
301	Michael Normandin	306	Geiselle Williams	310	Gary Reid	322	Joseph Burns
301	Giancarlo Pani	307	Glenn Berrien	311	Dana Davenport	322	Charles Henderson
301	Lawrence Varga	308	Samuel Baum	311	Matthew Miller	322	Patrick Mrozek
301	Mark West	308	Brian Carson	311	Jose Velez	322	Roberta Wannier
302	Linda Ishmael	308	Willam Cross	312	Vanessa Emery	323	John Frey
302	Leroy Vance	308	Ottina Fallz	312	Linda Lee	323	Ahmed Osman

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

Local	Name	Local	Name	Local	Name	Local	Name
323	Gary Tollefsrud	332	Michael Tucker	333	Edna Grayson	333	Joseph Savage
323	Keith Unterseher	333	Robert Allen	333	Dobby Hicks	333	Craig Thompson
324	Joe Impson	333	Laura Barefield	333	Steve Huth	333	Tai Tran
328	Neil Edberg	333	James Bonney	333	Tony Irvin	333	Lonnia Whisler
332	Robert Greenwell	333	Kathleen Brown	333	Erich Lumadue	334	Kent Holliday
332	James Smith	333	David Christensen	333	Mary Mason	Nat'l	Clare Hurley

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

Local	Name	Local	Name	Local	Name	Local	Name
297	Chris Bentley	305	Robert Ricketts	311	Craig Daniels	316	Brian Yang
298	James Mills	306	Gerald Banks	311	Carl Debnam	318	Daniel Diaz
300	Spencer Effenbaum	306	Denise Belk	311	Varnel Diggs	318	Nick Morgan
300	Minerva Fuentes	306	Georgia Golar	311	Tameka Dodd	318	John Pickett
300	Andre Spence	306	Vincent Gross	311	Belvin Eddington	318	Santo Romano
301	John Bessom	306	Guillermo Rodriguez	311	Heidi Fontenot	318	Gary Spevack
301	Todd Bjunes	306	Rhonda Thomas	311	Paul Kanoa	318	Shirley Stephens
301	William Bolduc	307	Maciej Pachnik	311	Harry Kimbrough	318	Lovenia Tibby
301	Philip Devlin	308	Hazel Brown	311	Frank La	318	Stephen Weber
301	Joseph Fallis	308	Sandra Dudley	311	Rachael Lee	320	Tommy Greer
301	Earl Kimball	308	George Gohr	311	Su-Fen Lu	320	Steve Mitchell
301	Kevin Knight	308	Velma Jackson	311	Michael Rountree	320	Marcosa Vargas
301	Daniel Morris	308	Sandford King	311	Billy Sheppard	321	Patrick Bond
301	Steven Punzo	308	Neil Muller	311	James Winneppenninx	321	Richard Bonnell
301	Joseph Robinson	308	Lucindia Rodgers	312	Troy Davis	321	Richard Eckhart
301	Paul Smith	308	Ajinder Singh	312	Steven Edwards	321	Linda Solomon
301	William Smith	308	Floyd Steinmetz	312	Eric Hardnett	322	Amy Lockhart
301	Stephen Zaccaro	309	Richard Andressi	313	Martiza Cardona	322	James Massack
302	Glenn Bell	309	William Goeseke	313	Jese Carrion	323	Michael Bastian
302	James Carlson	309	Stephen Martin	313	Yazmin Cordero	323	David Wollenberg
302	Thomas Mayes	309	Gregory Murzynski	313	Fredis Maldonado	325	Tarus Esco-Cole
302	Brian Sheehan	309	Brent Phillips	313	Abdiel Quinones	329	Lyndon Cox
303	Benito Araiza	309	Donald Slate	313	Xaira Rivera	333	Kevin Clarke
303	Gregory Harris	309	Jerry Smith	313	Gabriel Rodriguez	333	Rebecca Kelsey
303	Christopher Marrero	309	James Williams	313	Richard Sierra	333	Joseph Reese
304	Raymond Butts	309	Steven Young	313	Carlos Zeno	333	Gabe Savala
305	Randell Coffman	310	James Densler	314	Douglas Adkins	333	Dwaynise Shoep
305	Edward Evans	310	Stephanie Powell	315	John Claney	333	Gary Terrell
305	Lori Freeman	311	Theodore Amos	315	Chhaya Patel	334	Michael Howell
305	Lamar Grigsby	311	Alexander Cavazos	316	Eric Snyder	Nat'l	Bruce Lerner

The National Postal Mail Handlers Union has been a proud sponsor and participant of the JDRF Walk to cure diabetes for over 14 years.

We pledge to continue to walk until Type One becomes Type None!



This year our walk will be held in Washington D.C. on the National Mall on June 5, 2016.

Please consider donating by sponsoring those that will walk on the NPMHU Team. Please watch the NPMHU website for additional details.

Mail Handlers to Convene in Chicago, Illinois

COMMITTEE MEETINGS SET TO BEGIN

Planning is well underway for the 2016 National Convention, which is scheduled to take place at the Fairmont Millennium Park Hotel in Chicago, Illinois during the week of August 22, 2016. More than 300 mail handlers from across the country, who are currently being chosen through the Local Union delegate election process, will serve as delegates and will help to set the agenda of the Union for the next four years.

The theme for our 2016 National Convention is “NPMHU — The Power of You.” This theme reflects on the value and power of each and every individual mail handler, united in our economic, political, and workplace struggles. As a member of the NPMHU, you are a component of our future and a key to the success of the organization. The NPMHU relies on the power of you.

Throughout the summer, committees appointed by National President Paul Hogrogian will meet to review and establish a full agenda for the 2016 Convention, including possible constitutional amendments and resolutions that may be submitted for consideration by the delegates. In addition to the traditional Constitution and Resolution Committees – and in recognition of the increasing role that the NPMHU has played in ongoing legislative issues on Capitol Hill – President Hogrogian has once again empanelled a Legislative Committee to review and recommend the adoption of resolutions concerning legislative and political matters.

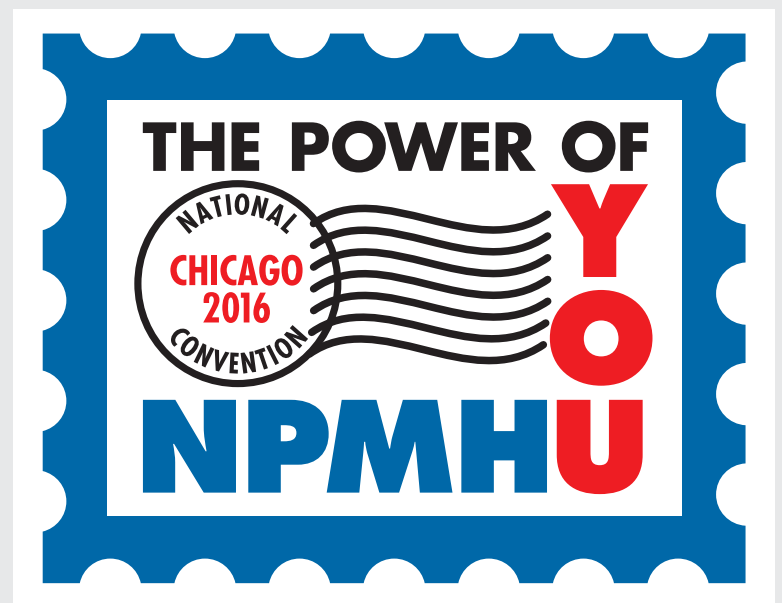
Members of the NPMHU who wish to submit proposals for consideration by the delegates

at the 2016 National Convention must follow the requirements set forth in the NPMHU National Constitution.

Proposed Constitutional Amendments

As set forth in Article XII of the National Union Constitution, the delegates to the 2016 National Convention will consider and vote upon amendments to both the NPMHU National Constitution and the Uniform Local Union Constitution that governs all Local Unions affiliated with the NPMHU. As stated in Article XII, Section 10:

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



Constitution Committee for consideration and recommendation to the National Convention.”

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

Proposed Resolutions

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

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

Should you have any constitutional amendments or resolutions that you would like to propose, please be sure to follow the procedures set forth in Article XII of the National Constitution. Because the opening of the National Convention is set for Monday, August 22, 2016, all submissions must be received at the National Office no later than Thursday, June 23, 2016, which is sixty days prior to the opening of the 2016 National Convention. The address for submitting any proposed amendments or resolutions is:

NPMHU
2016 National Convention
Suite 500
1101 Connecticut Avenue, NW
Washington, DC 20036

KNOW YOUR BLOOD PRESSURE

High blood pressure – also called hypertension – usually has no warning signs or symptoms, so many people don’t even know they have reason to be concerned. That is why hypertension is often referred to as a silent killer. According to the Center for Disease Control, about 67 million American adults, or 1 in 3 have high blood pressure, but even more disturbing is the fact that only about half have their condition under control.

Untreated hypertension increases the risk of heart disease and stroke. These are the first and fifth commonest causes of death according to the CDC. Hypertension can also damage blood vessels in the kidneys reducing their ability to work properly, and can increase the risk of blindness and dementia. By controlling blood pressure, you can avoid these serious health conditions.

What is Blood Pressure

Blood pressure is the force of blood against your artery walls as it circulates through your body. Blood pressure normally rises and falls throughout the day, but it can cause health problems if it stays high for a long time. High blood pressure can lead to heart disease and stroke—leading causes of death in the United States.

Your doctor measures your blood pressure by wrapping an inflatable cuff with a pressure gauge around your arm to squeeze the blood vessels. Then he or she listens to your pulse with a stethoscope while releasing air from the cuff. The gauge measures the pressure in the blood vessels when the heart beats (systolic) and when it rests (diastolic). Blood pressure readings are expressed as two numbers, such as 120/80, where the top number is the pressure exerted on the arteries when the heart is contracting and the bottom number is the pressure exerted when the heart is at rest.

BLOOD PRESSURE LEVELS	
NORMAL	systolic: less than 120 mmHg diastolic: less than 80 mmHg
AT RISK (prehypertension)	systolic: 120–139 mmHg diastolic: 80–89 mmHg
HIGH	systolic: 140 mmHg or higher diastolic: 90 mmHg or higher

Controlling Blood Pressure

The most important thing you can do is see your physician regularly and have your blood pressure checked. Other things you can do to reduce your risks include maintaining a healthy



MICHAEL J. HORA, Executive Director, MHBP

“Untreated hypertension increases the risk of heart disease and stroke.”

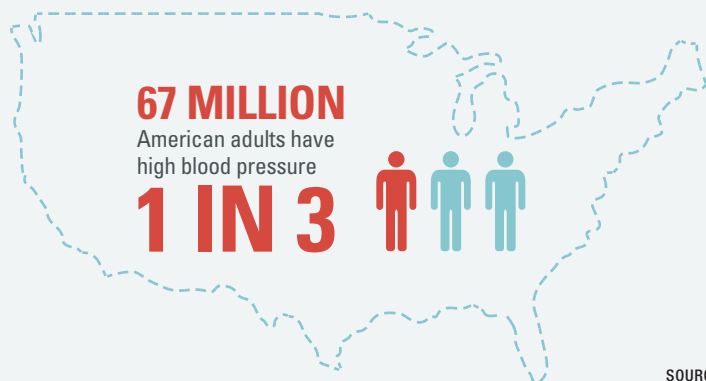
weight, reducing your sodium intake, quitting smoking, lowering your cholesterol if your levels are high, controlling your diabetes, exercising and taking medications as prescribed. Several factors that are beyond your control can increase your risk for high blood pressure. These include your age, sex, and race or ethnicity. If possible, know your family history so you can take steps to lower your risk.

Check your blood pressure regularly. High blood pressure is a common and dangerous condition, but it is manageable. If you have high blood pressure, your doctor may prescribe medication to treat it. Lifestyle changes, such as the ones listed above, can be just as important as taking medicines.

Talk with your doctor about the best ways to reduce your risk for high blood pressure. Enjoy today, live to see tomorrow.

Michael J. Hora
Executive Director, MHBP

◀ HIGH BLOOD PRESSURE BASICS ▶



High blood pressure
contributes to
~1,000
DEATHS/DAY

SOURCES: <http://www.cdc.gov/bloodpressure>, <http://millionhearts.hhs.gov>

“By controlling blood pressure, you can avoid serious health conditions.”

The One for All

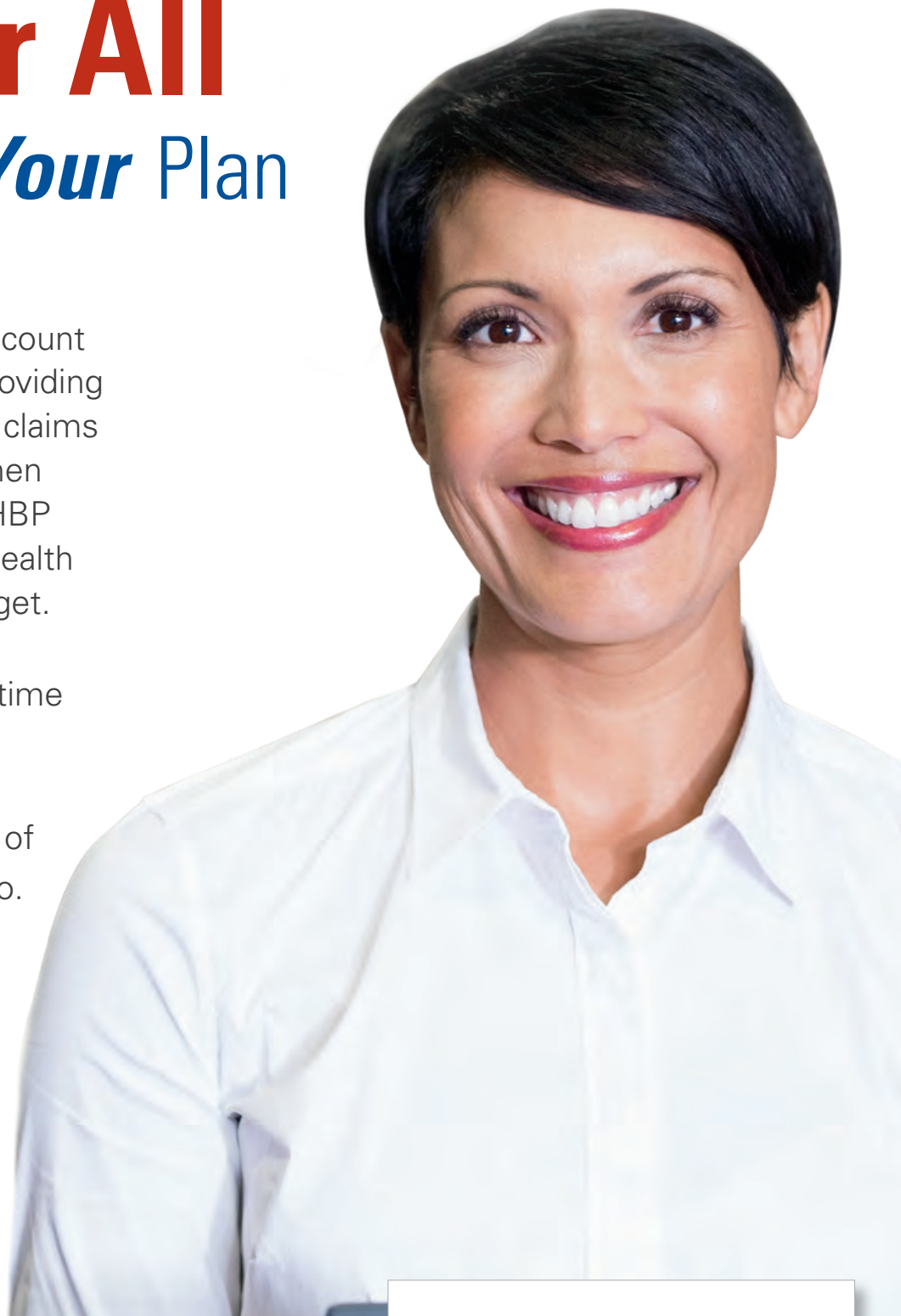
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MHBP provides health coverage you can count on. Whether it's coordinating services, providing nurse support around the clock or paying claims quickly and accurately, MHBP is there when our members need us. If you're not a MHBP member yet, we offer three nationwide health plans designed to fit every need and budget.

Make MHBP your plan. Sign up the next time you have an enrollment opportunity.

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COMMITTEE ON THE FUTURE

OF THE NATIONAL POSTAL MAIL HANDLERS UNION

THIS ARTICLE FEATURING THE ACTIVITIES OF THE COMMITTEE ON THE FUTURE WAS PRESENTED IN REPORT FORMAT TO ATTENDEES AT THE RECENT SAMLU MEETING HELD IN NEW ORLEANS, LA.

It has now been twenty years since the NPMHU's Committee on the Future was originally created in 1996. During that time, the Committee has engaged in strategic planning over long-term issues that are likely to confront the Union over the coming months and years. The membership of the Committee is comprised of all members of the National Executive Board and various Local Union Presidents. The Committee focuses on five key issues facing the NPMHU: privatization of the Postal Service; the NPMHU's legislative relations program; USPS automation and other technological changes; financial planning, especially at the Local level; and membership recruitment.

The most recent semi-annual meeting of the Committee, which took place during January 2016, continued this process. The current members of the Committee include all members of the NEB and Local Union Presidents Ernie Grijalva of Local 302, June Harris of Local 306, Pervous ("Andy B") Badilishamwalimu of Local 310, Nick Mosezar of Local 318, Jeff Larsen of Local 323, J.R. Macon of Local 329, and Woody Hendrickson of Local 332. Brothers Badilishamwalimu and Larsen were recently appointed to the Committee, and therefore were attending their first meeting.

Notwithstanding the agenda that frames the Committee's deliberations, the Committee's focus often is determined by current events. It therefore is not surprising that this meeting primarily dealt with the following issues:

First, the Committee held in-depth discussions concerning NPMHU involvement in pending postal reform legislation. National President Hogrogian reported on ongoing meetings with the Postmaster General, her key staff members, the Presidents of all four Postal Unions, and representatives of various mailing groups, all of which have been aimed at reaching a consensus on legislation to be introduced and supported jointly by these three stakeholders. More details about the outcome of these meetings and recent



legislative developments will be shared during the Semi-Annual Meeting of the Local Unions.

The Committee also discussed and analyzed the Postal Service's May 2015 decision to suspend most plant closures and consolidations for one year, exploring various ways to stop or further delay the shuttering of additional mail processing facilities. To this end, the NPMHU is processing a National-level grievance claiming a violation of Handbook PO-408. The Union prevailed in December 2015 on the threshold issue whether it can enforce the terms of that handbook in the grievance and arbitration procedure, and now is arbitrating the merits of that claim, with the first day of hearings taking place on January 27, 2016, just days after the Committee's meetings. The Committee also discussed efforts to accelerate legislative action by the 114th Congress, because a further suspension of additional closings or consolidations should be part of any legislative solution.

The Committee also discussed various automation programs that the Postal Service is beginning to develop, purchase, and deploy. Most notably, the Committee discussed the determination of craft jurisdiction for all duties associated with the operation of the Small Parcel Sorting System (SPSS). As everyone knows, the Postal Service first assigned all of this work to the Mail Handler craft, and then reversed that decision in an improper unilateral or bilateral manner. Lengthy discussions about the ongoing legal proceedings were held by the Committee, and

will again be addressed during the Semi-Annual Meeting of the Local Unions.

The Committee also discussed USPS implementation of the High Speed Flats Feeder, which consists of software updates that should not have any impact on jurisdictional issues.

The Committee also reviewed the latest membership data and continuing approaches to organizing nonmembers, with special emphasis placed on MHAs at two key points in their employment – first, when they are hired as non-career, but bargaining unit employees; and second, when MHAs are converted to full-time regular (FTR) status. It is noteworthy that, through January 2016, USPS records indicate that more than 4,100 MHAs have been converted to career status, since those conversions started in November 2013. The Committee also discussed special issues raised when new career mail handlers have joined the mail handler craft from other employment with the Postal Service.

The Committee's discussions on MHA led directly to a full presentation on this subject, which will be given by Mike Hora at the Semi-Annual Meeting. The Committee hopes that this presentation will help lead the way to greater numbers of MHAs and former MHAs joining the NPMHU.

Finally, representatives from Aetna presented an in-depth report to the Committee about the Mail Handlers Benefit Plan, for which Aetna serves as the underwriter and administrator. The recently completed open season was a success, the details of which will be shared with Local Union representatives at the semi-annual meeting.

MAIL HANDLERS ACROSS THE COUNTRY

LOCAL 303



Representative Norma Torres (D-CA 35) joined the Local 303 Executive Board and Members at their annual Holiday gathering.

LOCAL 300



Members of Local 300 along with the NALC and APWU engage in a round of questions with Congressman Jose Serrano (D-NY 15).

LOCAL 301



Local 301 representatives: President Rene Morissette and Vice President Hiram Velez meet with Congressman Stephen Lynch (D-MA 8) to discuss postal issues.

LOCAL 324



Local 324 Steward Training. (l-r) Local 324 members: Gina Henry-Summer, Jamie Cano, Shanti Wilbourne, Christiann Lee, Tabitha Deberry, National Trainer Tim Dwyer and Oliver Jackson.

LOCAL 330



Local 330 Installation of Officers. (l-r) Vice President Western Region Rudy Santos, Local President Bob Griffith, Vice President John Regis, Recording Secretary Ken Rivas, Treasurer Larry Bellizzi, and National President Paul Hogrogian.

LOCAL 313



Local 313 Puerto Rico Shop Stewards Training.

LOCAL 303



Local 303 Council Meeting and Leadership Training.



LOCAL 332



Local 332, Salt Lake City Advocacy Training.

NATIONAL



Representative Joseph Kennedy (D-MA 4) and National President Paul Hogrogian discussed postal reform issues.

Your Home Is Waiting



The Union Plus Mortgage program is one of some 40 benefits available to help union members. The program is for union members and their parents and children. Benefits include mortgage hardship assistance to help protect members' homes in the face of financial hardship. With Union Plus, a mortgage is more than a monthly payment. It's long-term protection for everything your home means to you.

Learn more: UnionPlus.org/Mortgage