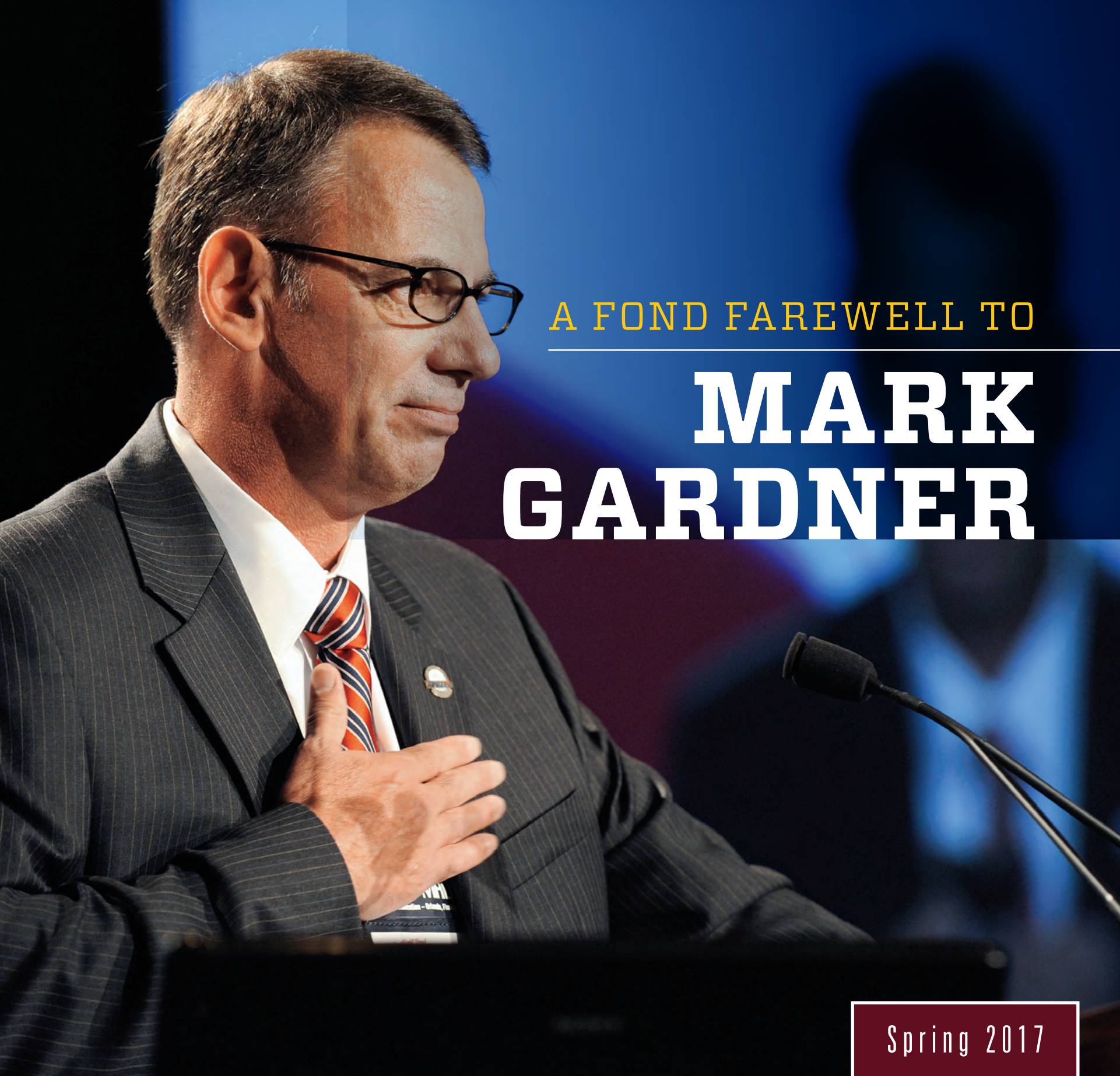


The Mail Handler



A FOND FAREWELL TO

**MARK
GARDNER**

Spring 2017

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National Postal Mail
Handlers Union

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National President

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Secretary-Treasurer

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National Postal Mail Handlers Union

PRESIDENT'S REPORT

2016 NATIONAL AGREEMENT RATIFIED AND POSTAL REFORM WORK CONTINUES

Dear Members,

I am pleased to report that the terms of our 2016 National Agreement were officially ratified by our membership on February 10, 2017. The results were 8,047 (94%) in favor of ratification and 513 opposed, and the ratification vote was certified by the American Arbitration Association.

It has been a long and tough bargaining process, but after all was said and done we achieved many gains and benefits for all Mail Handlers.

Our priorities in bargaining included fair and just general wage increases, continuation of our current Cost of Living Adjustments (COLAs), keeping the No Lay-Off clause, improving the rights and benefits for our MHAs, returning subcontracted work to the Mail Handler Craft and reducing future subcontracting, minimizing the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments, and fighting any USPS demand for concessions (including proposals to implement any new lower wage scale for future career employees or to reduce benefits). We believe that the 2016 National Agreement addresses most, if not all, of our bargaining priorities.

I again want to thank our bargaining team for their hard work and thank all Local Presidents, officers, stewards, and rank and file members for supporting our efforts.

In the legislative arena, the NPMHU remains committed to achieve meaningful postal reform legislation. We continue to meet with the coalition consisting of postal unions, the Postmaster General and her senior staff, and representatives of the mailing industry to advocate for



PAUL V. HOGROGIAN, National President

postal reform that is good for postal employees, good for the Postal Service, and good for the American people.

Earlier this year, the House Oversight and Government Reform Committee introduced bi-partisan postal reform legislation. The lead sponsor of the bill was Chairman Jason Chaffetz (R-UT). The legislation was co-sponsored by Ranking Member Elijah Cummings (D-MD), Mark Meadows (R-NC), Stephen Lynch (D-MA), Gerald Connolly (D-VA) and Dennis Ross (R-FL).

The NPMHU appreciates the hard work that Chairman Chaffetz, Ranking Member Cummings, and all the co-sponsors have done on this legislation. I am optimistic that if this bill is passed by Congress and signed into law by President Trump, the Postal Service's financial future will be more secure.

Postal reform will be the major focus of the upcoming NPMHU Legislative Conference, to be held in May 2017.

With a new Republican President and the Republican Party in control of both Houses of Congress, we must remain active in the political/legislative arena. Postal and federal workers as well as the Postal Service itself are likely to come under attack.

Each of the following items could end up on the Republican legislative agenda:

- Limiting the collective bargaining rights of postal and federal employees
- Increasing pension contributions and reducing retirement benefits for postal and federal employees



- Increasing contributions for health benefits for postal and federal employees
- Eliminating paid Official/Union time for postal and federal union representatives
- Increasing privatization of postal and/or federal operations
- Freezing the hiring of new postal or federal employees
- Increasing closings and consolidations of mail processing facilities
- Cutting delivery to 5-days per week
- Eliminating door to door delivery
- Eliminating the first-class mail and mailbox monopolies.

The enactment of any of these proposals could have a devastating effect on postal and federal workers. We must and will work with other postal and federal unions, as well as our allies in the labor movement, and reach out to our supporters in the greater community to prevent this agenda from being implemented.

Finally, let me turn to contract administration and the National Agreement. The conversion of MHAs to career employee status remains a priority for the NPMHU. More than 7,500 MHAs have been converted to career status through the end of February 2017. The MOU on Filling Residual Vacancies, which we signed in August 2015, has proven to be an extremely productive memo. This MOU has provided significant opportunities for our part-time employees to become full time, and for our MHAs to achieve career status, while also providing transfer opportunities for those Mail Handlers who desire them. The NPMHU was successful during the recent contract negotiations in improving this MOU and incorporating it into the National Agreement.

One of the new provisions of the recently ratified contract provides for the conversion to full-time regular career status of all MHAs who have served as an MHA for more than two and a half years as of the ratification date of the contract.

This will result in the conversion of hundreds more MHAs.

The NPMHU Contract Administration Department has resumed efforts with representatives of USPS Labor Relations to update our Contract Interpretation Manual (CIM). The update would include changes from the 2011 and 2016 National Agreements, as well as National Arbitrations and Step 4 agreements that were decided or reached since the last CIM update. I am confident that we will have a new CIM in the near future.

The NPMHU and USPS are discussing the possibility of conducting joint training on the CIM and new contract language for all Local Union Officers and USPS Labor Relation Specialists.

I want to take this opportunity to congratulate National Secretary-Treasurer Mark Gardner and Manager of Contract Administration T.J. Branch on their well-deserved retirements.

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

“I AM OPTIMISTIC THAT IF THIS BILL IS PASSED BY CONGRESS AND SIGNED INTO LAW BY PRESIDENT TRUMP, THE POSTAL SERVICE’S FINANCIAL FUTURE WILL BE MORE SECURE.”

THANKS FOR THE MEMORIES

I have had the great privilege of serving as National Secretary-Treasurer of the National Postal Mail Handlers Union for the past quarter-century, and will remain forever grateful for the opportunity, faith, and confidence that our membership has afforded me over these many years. After much soul-searching, I have decided to take my retirement from this great Union effective on March 31, 2017.

I leave our Union in experienced and very competent hands. President Paul Hogrogian is a strong and dedicated leader, and I know that he will channel his many skills to guide this Union through the difficult times ahead. We have an experienced National Executive Board, and I know that they will effectively govern our Union, and will steer its goals and agenda for the betterment of all Mail Handlers.

I offer my congratulations to Brother Timothy Dwyer on his appointment by the Board to assume the position of National Secretary-Treasurer. Tim is a seasoned union veteran who has served in numerous officer and representative positions at both the Local and National Union level. Brother Dwyer is well known to NPMHU officers and shop stewards across the country, and has well earned the respect of his peers over decades of skillful service to this Union. I am certain that President Hogrogian and Secretary-Treasurer Dwyer, along with the other members of the National Executive Board,

will lead the NPMHU to even greater heights in the months and years ahead.

I also have every confidence that our Union's leadership, at every level, is well situated and is fully prepared to advance the important agenda of bettering the lives of the Mail Handlers that we are all so privileged to represent. Please also know that our talented and dedicated National and Regional office staff work hard for our members every single day. I could not be more proud of these colleagues and friends, who have become my second family over this journey of my career. I am lucky to have known these fine people.

This is a rather bittersweet time for me. I very much look forward to a slower pace of life, to dealing with far fewer details, deadlines and commitments, and to pursuing interests for which I have not previously made sufficient time. On the other hand, I know that I will miss the thrill of being in this exciting game. I will undoubtedly miss the opportunity to help shape the policy, direction, and agenda of this great Union. But most importantly, I know that I will sorely miss the countless officers, shop stewards, friends, and personalities across the country who have all enriched my life over these many years.

And finally, I give this nod to my wife, Patty, who has been at my side every step of this wonderful journey, and who has been the guiding and calming presence throughout my career. Patty has served as my loudest cheerleader,



MARK A. GARDNER, National Secretary-Treasurer

my biggest critic, and my most faithful and honest sounding board. While I was "off saving the world," she raised our four terrific kids, who have each now grown into kind, caring, and successful adults. Among countless other roles, she has long been my personal counselor, my fashion advisor, my travel companion, my researcher of stuff, and on and on. But through it all, through the ups and downs, and through the good and bad, Patty has remained my lover and my very best friend. I very much look forward to writing the next chapter of our love story together.

I have loved every moment of my career with the NPMHU. Thanks for the memories.

Solidarity Forever!

Mark A. Gardner
National Secretary-Treasurer

"I have every confidence that our Union's leadership, at every level, is well situated and is fully prepared to advance the important agenda of bettering the lives of the Mail Handlers that we are all so privileged to represent."

A FOND FAREWELL TO



MARK GARDNER

On December 8, 2016, National Secretary-Treasurer Mark Gardner took the podium at the Semi-Annual Meeting of the Local Unions to announce his decision to retire effective March 31, 2017. Gardner spoke passionately about this very difficult decision. After he updated SAMLU attendees on the status of many major projects pending at the National Office, Gardner said, "I thought it was important for me to stick around to see these important projects to fruition."

We are pleased to report that Brother Gardner and the NPMHU team have enjoyed great progress in tackling Mark's final pre-retirement to-do list. The 2016 National Agreement and related dues and wage increases are scheduled and the resulting changes are set. The NPMHU has finalized its hotel contract for the 2020 NPMHU quadrennial National Convention in Denver, CO. The National Office has finalized the long-awaited conversion from the antiquated AS400 membership database to a new server-based network system. This new membership database system functions in conjunction with significant upgrades to the accounting department's computer system, making it much easier for the departments to seamlessly work in unison. The upgrades will also make it easier to service the needs of the Local Unions in matters of dues processing and reporting. The National Office is geared up for the annual LM-2 filing,



fully prepared to meet the statutory filing deadline of March 31, 2017. The National Office has implemented the cloud-based e-mail server system, providing secure communications at a reduced cost. And finally, the Mail Handlers Benefit Plan has secured a full 3-year accreditation from the Accreditation Association for Ambulatory Health Care (AAAHC) effective February 1, 2017.

So if you like to keep score, or you are a man of numbers (and we know that Mark is), we are batting .833. Five of the 6 projects that Mark identified during his retirement announcement

in December of last year are finalized. The last item, our filing of the annual LM-2, is getting the attention it deserves and will occur while this publication is on the presses. All six projects have been or will be completed before Mark's retirement date of March 31, 2017. So, probably by the time you are reading this magazine, that batting average of .833 will be up to 1,000. These accomplishments are a testament to Mark's guidance, leadership, and attention to detail.

In addition to the completion of many major projects, NST Gardner and Tim Dwyer also spent

significant time coordinating various transition issues with each of the departments in our National Office, including Accounting, Membership Services, Contract Administration, Mail Handler Benefit Plan, Information Technology, Local 2 and administrative support, legal and general administration. Mark has worked tirelessly to ensure that Tim Dwyer is prepared to hit the ground running on April 1, 2017.

Being a self-proclaimed geek and statistics enthusiast, Brother Gardner took a numerical approach to analyze his history with the NPMHU



when announcing his retirement. He spoke warmly about his many experiences during 7 terms and 25 years of service at the National Office, including his time with 3 National Presidents, 20 different NEB Members, and 166 Local Presidents, to include 8 rounds of national bargaining, 48 SAMLU meetings and 102 NEB meetings. Mark is a machine with incredible energy and endurance. This list does not mention the work involved in planning and conducting the countless training sessions and conferences that have occurred during his 25 years of service in Washington DC, or the innumerable trips to Capitol Hill or USPS headquarters to champion improvements in the rights and benefits of all mail handlers. Never one to shy away from work of any kind, the Union

could always count on Mark to strap on a pair of gloves and pitch in to load the truck bound for the National Convention, or to don a suit for a Union leadership gathering at Vice President Biden's home. It did not matter, A to Z, if it needed to be done, Mark was there, all in ... always.

Mark's undying commitment and dedication to this organization has enabled us to accomplish great things. The NPMHU is a distinctly different organization than it was 25 years ago, when Mark first was elected to the position of National Secretary-Treasurer in October 1992. We are a mainstay of the American labor movement and we are respected on Capitol Hill. We are fiscally sound, well-trained, and armed to fight. As a direct result of Mark's work, the members of the

NPMHU are prepared to tackle the many difficult battles we will surely face going forward. For all of this, we thank Mark Gardner!

President Hogrogian has announced that, by a unanimous vote of the NEB, National CAD Representative and Shop Steward Trainer Tim Dwyer has been selected to fill the forthcoming vacancy as National Secretary-Treasurer effective April 1, 2017. Before working for the National Office, Brother Dwyer served as both Treasurer and President of Local 301 in New England. Dwyer spoke briefly about his selection: "I am deeply honored and humbled by the Board's vote and support shown by this appointment. I have large shoes to fill. But I am looking forward to the opportunity and will work hard for you, brothers and sisters."



THE FIRST 100 DAYS OF THE TRUMP ADMINISTRATION: NIGHTMARE OR REALITY?

As the nation works its way through the first hundred days of the Trump Presidency and the 115th Congress, there are still too many questions and not enough answers. This uncertainty has stymied not only the NPMHU and all Mail Handlers, but also most so-called pundits, lobbyists, and experts. Even native Washingtonians have seen nothing like it!

The NPMHU is often waiting to see the latest proposals, whether they appear in draft legislation, in executive orders, or in recent messages on Twitter or Facebook. And even after those proposals are disseminated, it often is unclear what impact such proposals might have on the NPMHU membership or other postal or federal employees.

President Trump's favorability ratings are at historically low levels, but his supporters continue to believe confidently that he will deliver on his campaign promises. Only time will tell if the first year of the Trump Administration is a fantasy nightmare or the new reality.

LEGISLATION

On January 31, 2017, Representative Jason Chaffetz (R-UT) – chairman of the House Oversight and Government Reform Committee – introduced H.R. 756, the Postal Reform Act of 2017. This bi-partisan legislation was co-sponsored by Ranking Member Elijah Cummings (D-MD), Congressman Stephen Lynch (D-MA), Congressman Mark Meadows (R-NC), Congressman Gerald Connolly (D-VA), and Congressman Dennis Ross (R-FL).

This bill certainly is not perfect, but if adopted it would accomplish much in righting the disastrous effects of the Postal Accountability and Enhancement Act of 2006, which continues to inflict much pain upon the USPS.

SOME HIGHLIGHTS OF H.R. 756

- Establishes separate postal health plan within FEHB
- Integrates postal retirees into Medicare Part B
- Addresses unfair prefunding schedule now required for retiree health benefits
- Reforms the governance of the Postal Service
- Increases the scope of non-postal services that can be performed by the USPS

- Increases postal rates, including the reinstatement of one-half of the exigent rate surcharge that was terminated in 2016

RESOLUTIONS

As was true during last year's 114th Congress, the National Postal Mail Handlers Union will be joining with other postal union representatives at the APWU, the NALC, and the NRLCA to support three Congressional resolutions that are supportive of all four craft unions.

H. Res. 31, Introduced by Congressman David McKinley (R-WV), joined by Congresswoman Marcy Kaptur (D-OH), Congressman David Joyce (R-OH), Congresswoman Linda Sanchez (D-CA), Congressman Doug LaMalfa (R-CA), and Congressman Don Young (R-AK). The resolution requests that the United States Postal Service take all appropriate measures to restore service standards in effect as of July 1, 2012.

H. Res. 28, Introduced by Congresswoman Susan Davis (D-CA). This resolution aims to protect door-to-door delivery. Republican members David Joyce (R-OH) and Peter King (R-NY) joined in supporting this bi-partisan resolution. It states that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery.

H. Res., Introduced by Congressman Sam Graves (R-MO) and Congressman Gerald Connolly (D-VA). This resolution states that the United States Postal Service should take all appropriate measures to ensure the continuation of 6-day delivery.

WHAT'S ON THE HORIZON?

Besides the legislation and resolutions listed above, the NPMHU Legislative Department will again be playing defense when it comes to benefits and other employee gains that have been achieved over the past few decades. Some of our concerns about the 115th Congress will be repeats of battles that have been fought in previous Congresses, such as pension reform that would force mail handlers to pay more into their pensions without receiving any improved benefits; privatization of postal jobs; so-called reform of



ROBERT LOSI, Legislative and Political Director

OWCP or the Office of Workers' Compensation Programs; hiring freezes; changes in dues deduction procedures; attacks on union or official time to impair the way that the NPMHU represents its members; and much more. The NPMHU must and will stay diligent and remain aware that not every Member of the House and the Senate supports a prosperous and strong U.S. Postal Service.

LEGISLATIVE CONFERENCE

On May 8 and 9, 2017, Mail Handler leaders will meet in the nation's capital to discuss legislative issues that affect the everyday lives of our active and retired members at the NPMHU's biennial Legislative Conference. These activists will be trained by Legislative Department and Capitol Hill experts. On the second day of the conference, scores of mail handlers will then lobby Members of Congress and their staffers, both in the House of Representatives and the Senate, not just on our legislative priorities, but also to educate Capitol Hill representatives about the key role that the Postal Service plays in the American economy and in the everyday lives of their constituents.

WHAT CAN YOU DO TO HELP?

Sign up as an e-activist through our website, at www.npmhu.org. You also can participate in our NPMHU Political Action Committee, which provides financial support directly to the campaigns run by Members of the House and Senate – regardless of party affiliation – if those Members support NPMHU positions on these key issues.

Robert Losi
Legislative and Political Director



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.

2017 PAC

INCENTIVE AWARDS



2017 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 Apron
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Jacket
Ambassador	\$500	PAC Desktop Clock

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 11 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.



**NATIONAL POSTAL MAIL HANDLERS UNION
POLITICAL ACTION COMMITTEE**

NPMHU PAC

2016 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 2016 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 2016

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

Local	Name	Local	Name	Local	Name	Local	Name
297	Chris Bentley	304	Harmon Dixon	310	John Cook	320	Felipe Ruiz
297	Michael Caird	304	Gregory Hill	310	George Coubertier	320	Simon Spotts
297	Nathaniel Campbell	304	William McLemore	310	Vic Davis	321	Edward Flagg
297	Ricky Western	304	Rondal Pitcock	310	Lisa Greer	321	Chance Goodson
299	Calvin Takae	304	Darvis Wanton	310	Robert Larmore	321	Curtis Grantham
300	Wilfredo Delgado	304	Gloria Ward	310	Nolan McClendon	321	Cindy Hoehl-Rinker
300	Mark Palovchek	305	Amber Slater	310	Wilmer Minnifield	321	Zack Mischo
300	Charles Price	306	Mark Blough	310	Chawanda Parson	321	Jeffrey Morgan
300	Thomas Reid	306	Wayne Hopkins	310	Reginald Riggins	321	Claude Ridley
300	Kevin Tabarus	306	Marlon Johnson	310	Joseph Sanders	321	Michael Ruiz
300	Anthony York	306	Kenneth Leftridge	311	Byron Bennett	321	Samuel Tweneboa-Koduah
301	Jeffrey Anderson	306	Manuella Morris	311	Michael Panarelli	321	Errol Wilson
301	Edward Barnes	306	Gregory Newsome	313	Luis Toyos	322	Kelly Dickey
301	Robert Burke	306	Sharon Norris	315	Jerry Alexander	322	Michael McIntyre
301	Patrick Donovan	306	Max Rehbein	316	Chris Abrams	322	John Szewczyk
301	John Hegarty	306	Dani Zimmerman	316	Pago Afualo	323	Jeffrey Larsen
301	Rene Morissette	307	Ellen Carpenter	316	Lee Cocks	323	Kathleen Schultz
301	Randy Oliver	307	Rita Tripp	316	Renita Conley	324	Daniel Riemann
301	Patrick Orouke	308	John Gibson	316	Leo Ebio	324	John Whitby
301	Martin Paredes	308	Scott Newman	316	Roberto Garza	327	Ronnell Smith
301	Charles Pierce	308	Michael Rembelinsky	316	Irene Lowery	328	Todd Larson
301	Neil Ryan	309	Alex Catello	316	Deborah Retter	329	Julius Takacs
301	Sean Sweeney	309	H. A. Fagan-Solis	316	Courtney Retter	331	Michael Foster
301	Hiram Velez	309	Gregg Hubbard	316	Gene Rezac	333	Craig Bindrum
301	Dorothy Wollensack	309	Joyce Miskell	317	Ronnie Sanders	333	Eric Cory
301	William Zayat	309	Mark Nitkiewicz	318	Carlos Davila	333	Doris Hampton
302	George Ramos	309	David Wilkin	318	Lawrence Sapp	333	Alisa Hoffman
303	Denise Brown	310	Pervous Badilishamwalmu	320	Adrian Alvarez	333	Randy Krueger
303	Lance Holmes	310	Beverly Batts	320	Arnoldo Balderrama	333	Diane Roll
303	Daniel Ortega	310	Willie Burks	320	Alex Cervantes	333	Greg Webb
303	Javier Valencia	310	Carlos Castellucci	320	Robert Fournier	334	Sheldon Adams
303	Debra Works	310	Reginald Chambers	320	Shawn Garey	334	Alexander Adams

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

Local	Name	Local	Name	Local	Name	Local	Name
334	Norman Hall	Nat'l	Robin Daniels	Nat'l	Teresa Harmon	Nat'l	Eileen Mills
334	Barbara Pridgen	Nat'l	Timothy Dwyer	Nat'l	Paul Hogrogian	Nat'l	David Ross
334	Anthony Shell	Nat'l	Kevin Fletcher	Nat'l	Michael Hora	Nat'l	Thomas Ruther
Nat'l	Robert Blum	Nat'l	Mark Gardner	Nat'l	Robert Losi		
Nat'l	Thomas Branch	Nat'l	Donald Gonzales	Nat'l	Charles Manago		

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

Local	Name	Local	Name	Local	Name	Local	Name
297	Pamela Grant	306	Jeff Bridges	316	Steve Migaud	329	John Macon
297	William Staab	306	George Cantrell	316	Petra Rezac	329	Charles Smith
297	Claude Vance	306	Austin Carr	316	Mark Sagatu	332	Woodrow Hendrickson
299	Jason Adachi	306	John Corley	318	Larry Dowdell	332	Robert McFall
299	Tanya Arcangel	306	Michael Fromme	318	Shawndala Jones	332	James Smith
300	Richard Couvertier	306	June Harris	318	Emmanuel Ortiz	333	Barry Adair
300	Marcenia Johnson	306	Timothy McKenna	318	Enrico Reedy	333	Mike Ballard
300	Dawn Licata	306	Richard Porter	318	Thomas Sheldon	333	Steve Benschhof
300	Daniel Martinelli	306	Michael Richards	318	Ralph Simmons	333	Charles Blair
301	John Bessette	306	Willie Russell	318	King Solomon	333	Tim Brettmann
301	Michael Coletta	306	Cheryl Vague	318	Ronnie Whitfield	333	Wayne Burch
301	Scott Curtis	307	James Haggarty	320	Arturo Aguilar	333	Joseph Burriola
301	Michael Guilfoyle	308	Nicholas Campellone	320	Darren Dankert	333	Susan Cowman
301	Geoff Henderson	308	Jeanne Gladilina	320	Jorge Hernandez	333	Bernal Gutierrez
301	Marty Jarmulowicz	308	Robert Glycener	320	Aaron Hernandez	333	Kyle Hanks
301	Sharlene Labore	308	Joseph Leotta	320	Ralph Meza	333	Robert Howe
301	Charles Masterson	308	Joseph Stancell	320	Madelyn Puricelli	333	Alan Joiner
301	John Reilly	308	Mildred Wagner	321	Brenda Bazykowski	333	Caral Kingery
301	James Roche	308	Richard Zeh	321	Daniel Elliot	333	Victoria Mann
301	Victorino Tiongson	308	Joseph Zelenenki	321	Roberto Hernandez	333	Jeffery Marean
302	Kimberly Garcia	309	Daniel Cornish	321	Richard Lairscey	333	Monica Marshall
302	Ernest Grijalva	309	John Esterdahl	321	Matthew McAuliffe	333	Ervin McKnight
302	Paula Ward	309	Lisa McDonell	321	Ed Oliver	333	Frankie Micile
303	Phillip Ciulla	309	Timothy Morath	321	Daniel Oliver	333	Jeffrey Mount
303	Van Cunningham	310	Marvin Parker	321	Peder Rodriguez	333	Sally Myers
303	Vikki Eady	310	Antonio Smith	321	Jenny Rose	333	Baribor Ngia
303	Cesar Enciso	311	Jack Bell	322	Keith Earll	333	Mark Sanders
303	Wendell Jackson	311	Kenneth McFarland	322	Joseph Fitzgerald	333	Kathleen Shipman
303	Oswaldo Quintana	314	Anthony Banks	322	Timothy Parker	333	Roger Veerhusen
303	William Roux	315	Rodney Cardwell	322	Christopher Starr	333	John Wright
303	Eric Schneider	316	Thomas Bilodeau	323	Brock Engstrom	334	Octavia Sas
304	Elizabeth Lyons	316	Gary Kalich	323	Tina Freeman	Nat'l	Noah Giebel
305	Michael Perry	316	John Luke	323	Matt Lopez	Nat'l	Mitzi Montemore
305	Shavonnie Zimmerman	316	Gregory McGovern	329	Calvin Booker		

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

Local	Name	Local	Name	Local	Name	Local	Name
297	Angelia Savala-Joyce	300	Howard Curry	300	Donald Utz	301	Fred Hickey
299	Jose Bautista	300	Lucy Lombardo	301	Gregory Barberian	301	Debra Houghton
299	Ronald Fisher	300	Frank Longo	301	Cindy Depietro	301	Thomas Kondroski
299	Kathy Hanson	300	Thomas Mullahey	301	David Desharnais	301	Allen Lecours
299	Ernest Knight	300	Joseph Palau	301	Mark Dragone	301	Agostino Lopes
299	Edelmiro Rodriguez-Moral	300	Sharon Scott	301	Mark Elia	301	Michael McAteer
300	Raymond Bermudez	300	Ronald Sodaro	301	Robert Fisher	301	Bernard Meehan
300	Peter Bilotta	300	Fitzgerald Turkvan	301	Robert Goggin	301	John O'Connell

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

Local	Name
301	Jacqueline O'Connell
301	Michael Pasquale
301	Vincent Raillo
301	Dennis St Pierre
301	Rachel Stevenson
301	Suzanne Tompkins
301	Keith Vincent
302	Shawn Dalton
302	Dean Deluna
302	Tim Hammond
302	Ruben Martin
302	Dwight Parker
303	Jose Alvarado
303	Levette Birdsong
303	Timothy Cabot
303	Loren Chase
303	Terrie Collins
303	Jeffrey Corsaro
303	Paul Costello
303	Howell Fontanilla
303	Jarol Garcia
303	Cathy Gravino
303	Larry Hall
303	Christina Harper
303	Christopher Harris
303	Henrietta Hogg
303	Jason Marlow
303	Kathleen McNeil
303	Patricia O'Brien
303	David Palmas
303	Ray Paniagua
303	Carlos Perez
303	Aukushan Scantlebury
303	Kenneth Smith
303	John Stewart
303	Juan Torres
303	Ronald Williams
304	James Bell
304	Thomas Davis
305	David Cocke
305	Richard Flanagan
305	Lamar Grigsby
305	Clara Jackson
305	Danny Mangan
305	Jose Pena
305	Byron Scott
306	Brian Bragg
306	Tiffany Byers
306	Ronald Cobren
306	Richard Coleman
306	Vincent Gross
306	Walter Hiso
306	Robert Howze
306	Jeanine Hutcherson
306	Sharifa Knowles
306	Manuel Lazu
306	Nick Lehto
306	Jefferson Peppers
306	Curt Przyborowski
306	Joseph Sell

Local	Name
306	Jerome Thurmond
306	Judy Wells
306	Anthony Williams
306	Mae Winters
307	Marlon Harris
307	Bill Harris
308	James Ditchfield
308	Ottina Fallz
308	William Harris
308	Ken Koscinski
308	Christopher Lee
308	Matthew Matteis
308	Michael Mohan
308	Raymond Rosenberger
308	Garry Simmons
308	Laurene Smith
308	Ronald Sweetman
308	Amber Wintermute
309	Robert Albright
309	Mitch Fite
309	Paul Forshey
309	Edward Hamlin
309	Ronald Heiss
309	Brian Hurd
309	Robert Law
309	Raymond Morrison
309	Christopher Rine
309	Lori Sabatino
310	Troas Boyd
310	Charles Franklin
310	William Hopkins
310	Gary Reid
310	Kenneth Watson
311	Horace Dixon
311	Bridget Lightbourne
311	Lelo Simmons
311	Abdul Whisenhunt
313	Irene Sanchez
313	Richard Sierra
313	Maurice Torres
314	Yvette Luster
315	David Joyce
315	Colin Moore
315	Kevin Parsons
316	Aiza Ablang
316	Alan Brashear
316	Aaron Doherty
316	Carol Edwards
316	Sean Fryer
316	Johnny McKissick
316	Richard Neal
316	Salvatore Schillaci
316	Don Sneesby
316	Katrina Taua
316	Anthony Watson
317	Rodney Tyus
318	James Becker
318	Shimmel Brown
318	Wayne Campbell
318	Luis Centeno

Local	Name
318	Cono D'Elia
318	Charlotte Douglas
318	Gary Jones
318	Shandelisa Kenerson
318	Ben Martin
318	Ronald Nordyke
318	Jorge Ortiz
318	Donna Turner
318	Suzanne Viveiros
318	Shanitra Walton
320	Daniel Barrett
320	Theresa Corcoran
320	Bernie Gonzalez
320	Steven Montgomery
320	Donald Thompson
320	Jeremy Wood
320	David Worhack
321	Deb Alder
321	Phillip Armendarez
321	Curtis Beattie
321	Michael Blackburn
321	Louis Crew
321	Robert Koryto
321	Lloyd Pugh
321	Daniel Rountree
321	Delmas Rowe
321	Richard Ruiz
321	Oscar Santillano
321	Mark Tauber
322	James Lubbert
322	Edward Shrift
323	Dean Abatte
323	Brian Blatchford
323	Michael Straiton
324	Stephen Ikley
325	Joey Breland
327	Larry Burk
327	Brock Isakson
328	Darren Marso
328	Arlan Smedsrud
329	Kerry Scates
330	Robert Griffith
330	John Regis
331	Daniel Barnaby
331	Lloyd Johnson
331	Nathan Price
332	Steven Jensen
332	Matthew Stevens
332	Edvina Tesch
333	Mark Alexander
333	Cameron Barnes
333	Steve Bauman
333	Marvin Bennett
333	Bryant Blackman
333	Harvey Blackman
333	Thomas Blair
333	Grant Bresley
333	Denise Brown
333	Michael Carpenter
333	Wayne Coe

Local	Name
333	David Coffman
333	Robert Connair
333	Dave Current
333	Lorren Dennison
333	William Dunn
333	John Fickes
333	Terry Fitzgerald
333	Shane Ford
333	David Freeman
333	Emanuel George
333	Deborah Hall
333	John Haus
333	James Heath
333	Kenny Hepker
333	Lori Heuton
333	Stephan Hopkins
333	Michael Huck
333	Larry Humeston
333	Dennis Irvin
333	Lee Kessler
333	Sherri Kingery
333	Danelle Krull
333	Robert Lawson
333	John Louden
333	Danny Luing
333	Angela Marshall
333	David Miksell
333	Francis Montgomery
333	Calvin Nettles
333	Daniel Olvera
333	David Parrish
333	Timothy Perrigo
333	James Pledger
333	William Reed
333	Dennis Reeser
333	Douglas Riseley
333	Michael Rolniak
333	Larry Rose
333	Dwaynise Schoep
333	Blake Scott
333	Corey Smith
333	Jeffrey Smith
333	Michael Smith
333	Brian Tallman
333	Karen Tallman
333	Donald Thomas
333	Mary Trucano
333	Leslie Trujillo
333	Susanna Ward
333	Lawrence Ware
333	Vistoria Warren
333	Kurtis Weeks
333	Richard White
333	David Williams
333	Stephanie Yang
334	Rudolph Stephens
Nat'l	Debra Meyers

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

Local	Name	Local	Name	Local	Name	Local	Name
297	Edwin Bland	303	Robert Rodriguez	308	Alicia Smith-Allen	320	Marcosa Vargas
297	Joseph Denner	303	Elisa Salazar	308	Geraldine Sterrette Cooper	321	Kevin Kne
300	John Costigan	303	Thomas Sansevere	308	Richard Vennera	321	Norm Patterson
300	Spencer Eifenbaum	303	Vida Sloan	309	James Colling	321	Eric Reen
300	Steve Morrow	303	Brenda Thompson	309	James Fye	321	Linda Solomon
300	Kim Pinkney	303	Laurence Williams	309	Gary Gove	322	Joe Bridge
300	Gilbert Stevens	304	Fred Topping	309	Douglas Heyden	323	John Frey
300	Victor Stewart	305	Edward Brooks	309	Michael Knapik	323	Gary Tollefsrud
300	Trevor Stuart	305	Cheryl Johnson	310	Adrien Rameau	324	Joe Impson
300	Charsesa Tevenal	305	Ernie Sawyer	311	Harry Kimbrough	325	Tarus Esco-Cole
301	George Buckley	306	Steven Barber	311	Jose Velez	328	Neil Edberg
301	Paul Bureau	306	Dennis Gunn	312	Linda Lee	328	Patricia Smedsrud
301	Joseph Fallis	306	Jacqueline Jarr-Camps	313	Martiza Cardona	331	David Wisneski
301	Reynaldo Figueroa	306	Larry Long	313	Fredis Maldonado	332	Michael Tucker
301	Stephen Fletcher	306	Geiselle Williams	313	Abdiel Quinones	333	Robert Allen
301	Thomas Hackett	308	Brian Carson	313	Xaira Rivera	333	Laura Barefield
301	Robert Hacunda	308	Sean Craig	313	Gabriel Rodriguez	333	Joyce Brennan
301	Gerald Hunt	308	William Cross	313	Carlos Zeno	333	Larry Bryan
301	Scott McEnaney	308	William Finley	315	James Kline	333	Paulette Celley
301	Michael Normandin	308	Steven Harvey	316	Betty Finley	333	Geralyn Doescher
301	Giancarlo Pani	308	Keith Johnston	316	Terry Sluciak	333	Michele El-Bekraoui
301	Mark West	308	Sandford King	318	Daniel Diaz	333	John Gallagher
302	Linda Ishmael	308	Joseph Labriola	318	Louis Garnett	333	Edna Grayson
302	Melinda Simental	308	Jeanette Lanza	318	Matthew McDonald	333	Steve Huth
302	Leroy Vance	308	Richard Leinbach	318	Nicholas Mosezar	333	Christopher Maselter
303	Benito Araiza	308	Joseph Lutcavage	318	Andrew Robertson	333	Mary Mason
303	David Castillo	308	Warren Mclendon	318	Michelle Wallace	333	Craig Thompson
303	Eddie Cowan	308	Robert Nuss	318	Stephen Weber	333	Lonnia Whisler
303	Christopher Gayles	308	Sheila Powell	320	Tommy Greer	334	Kent Holliday
303	Darnell Givens	308	Lucindia Rodgers	320	Cesar Polanco	Nat'l	Clare Hurley
303	Laurie King	308	Craig Rollerson	320	Rodolfo Santos	Nat'l	Bruce Lerner
303	Maura Pettit	308	Shelby Root	320	Robert Tallent		

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

Local	Name	Local	Name	Local	Name	Local	Name
300	Minerva Fuentes	303	Dorleatha Willoughby	309	Jerry Smith	316	Brian Yang
300	Andrea Haynes	304	Beverly Bell	309	James Williams	318	Carlos Armas
300	Andre Spence	304	Raymond Butts	309	Steven Young	318	Lynden Clarke
301	Todd Bjunes	305	Derrick Carr	310	James Densler	318	Santo Romano
301	William Bolduc	305	Lori Freeman	311	Charles Charleston	321	Patrick Bond
301	Philip Devlin	305	Robert Ricketts	311	Corey Daniels	321	Richard Eckhart
301	Marion Elder	306	Belinda Jackson	311	Carl Debnam	323	David Wollenberg
301	Shawn Holt	307	Glenn Berrien	311	Varnel Diggs	329	Lyndon Cox
301	Earl Kimball	308	Sandra Dudley	311	Belvin Eddington	332	Robert Greenwell
301	Steven Punzo	308	Velma Jackson	311	Heidi Fontenot	333	Joseph Reese
301	Joseph Robinson	308	Neil Muller	311	Paul Kanoa	333	Gary Terrell
301	Stephen Zaccaro	308	Ajinder Singh	311	Frank La	333	Suzanne Umphfleet
302	James Carlson	308	Floyd Steinmetz	311	Michael Rountree	333	Gregory West
302	Thomas Mayes	309	William Goeseke	311	Otis White	333	Larry Williams
302	Brian Sheehan	309	Marcus Iwanitzki	313	Jese Carrion	334	Michael Howell
303	Tongia Johnson Brown	309	Stephen Martin	313	Yazmin Cordero	Guest	Karen Losi
303	Lorenzo Lewis	309	Gregory Murzynski	315	John Claney		
303	Christopher Marrero	309	Donald Slate	316	Eric Snyder		

Career Mail Handlers Scheduled to Receive Second of Seven Possible Cost-of-Living (COLA) adjustments

Effective on March 4, 2017, all career Mail Handler craft employees are scheduled to receive the second of seven possible cost-of-living (COLA) adjustments as outlined in Article 9.3 of the 2016 National Agreement. This COLA increase is based on the upward change in the relevant Consumer Price

Index (CPI) following release of the January 2017 Index, and provides an annual increase of \$333 for all Steps in Table 1 and for Step P of Table 2. The remaining Steps in Table 2 will receive the proportional COLA increase percentages as outlined in Article 9.3 of the National Agreement.

Mail Handler Wage Rates -- Effective March 4, 2017 (PP06-2017)
Table 1 - Applicable to Career Appointments Prior to February 15, 2013

Grade 4							Grade 5						
Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly	Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly
88	AA	\$36,281	\$1,395	\$17.44	\$26.16	\$18.14	88	AA	\$37,899	\$1,458	\$18.22	\$27.33	\$18.95
88	A	\$40,860	\$1,572	\$19.64	\$29.47	\$20.43	88	A	\$42,483	\$1,634	\$20.42	\$30.64	\$21.24
88	B	\$46,620	\$1,793	\$22.41	\$33.62	\$23.31	88	B	\$48,637	\$1,871	\$23.38	\$35.07	\$24.32
44	C	\$49,344	\$1,898	\$23.72	\$35.58	\$24.67	44	C	\$51,433	\$1,978	\$24.73	\$37.09	\$25.72
44	D	\$53,351	\$2,052	\$25.65	\$38.47	\$26.68	44	D	\$54,138	\$2,082	\$26.03	\$39.04	\$27.07
44	E	\$53,672	\$2,064	\$25.80	\$38.71	\$26.84	44	E	\$54,489	\$2,096	\$26.20	\$39.29	\$27.24
44	F	\$54,002	\$2,077	\$25.96	\$38.94	\$27.00	44	F	\$54,843	\$2,109	\$26.37	\$39.55	\$27.42
44	G	\$54,321	\$2,089	\$26.12	\$39.17	\$27.16	44	G	\$55,183	\$2,122	\$26.53	\$39.80	\$27.59
44	H	\$54,650	\$2,102	\$26.27	\$39.41	\$27.33	44	H	\$55,537	\$2,136	\$26.70	\$40.05	\$27.77
44	I	\$54,972	\$2,114	\$26.43	\$39.64	\$27.49	44	I	\$55,891	\$2,150	\$26.87	\$40.31	\$27.95
34	J	\$55,304	\$2,127	\$26.59	\$39.88	\$27.65	34	J	\$56,238	\$2,163	\$27.04	\$40.56	\$28.12
34	K	\$55,623	\$2,139	\$26.74	\$40.11	\$27.81	34	K	\$56,586	\$2,176	\$27.20	\$40.81	\$28.29
26	L	\$55,952	\$2,152	\$26.90	\$40.35	\$27.98	26	L	\$56,932	\$2,190	\$27.37	\$41.06	\$28.47
26	M	\$56,276	\$2,164	\$27.06	\$40.58	\$28.14	26	M	\$57,286	\$2,203	\$27.54	\$41.31	\$28.64
24	N	\$56,601	\$2,177	\$27.21	\$40.82	\$28.30	24	N	\$57,638	\$2,217	\$27.71	\$41.57	\$28.82
24	O	\$56,923	\$2,189	\$27.37	\$41.05	\$28.46	24	O	\$57,982	\$2,230	\$27.88	\$41.81	\$28.99
	P	\$57,251	\$2,202	\$27.52	\$41.29	\$28.63		P	\$58,331	\$2,244	\$28.04	\$42.07	\$29.17

Mail Handler Wage Rates -- Effective March 4, 2017 (PP06-2017)
Table 2 - Applicable to Career Appointments on or after February 15, 2013

Grade 4							Grade 5						
Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly	Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly
52	BB	\$32,880	\$1,265	\$15.81	\$23.71	\$16.44	52	BB	\$34,373	\$1,322	\$16.53	\$24.79	\$17.19
52	AA	\$34,315	\$1,320	\$16.50	\$24.75	\$17.16	52	AA	\$35,783	\$1,376	\$17.20	\$25.81	\$17.89
52	A	\$35,747	\$1,375	\$17.19	\$25.78	\$17.87	52	A	\$37,191	\$1,430	\$17.88	\$26.82	\$18.60
52	B	\$37,181	\$1,430	\$17.88	\$26.81	\$18.59	52	B	\$38,602	\$1,485	\$18.56	\$27.84	\$19.30
52	C	\$38,614	\$1,485	\$18.56	\$27.85	\$19.31	52	C	\$40,011	\$1,539	\$19.24	\$28.85	\$20.01
52	D	\$40,049	\$1,540	\$19.25	\$28.88	\$20.02	52	D	\$41,420	\$1,593	\$19.91	\$29.87	\$20.71
52	E	\$41,482	\$1,595	\$19.94	\$29.91	\$20.74	52	E	\$42,829	\$1,647	\$20.59	\$30.89	\$21.41
52	F	\$42,916	\$1,651	\$20.63	\$30.95	\$21.46	52	F	\$44,239	\$1,702	\$21.27	\$31.90	\$22.12
52	G	\$44,350	\$1,706	\$21.32	\$31.98	\$22.18	52	G	\$45,647	\$1,756	\$21.95	\$32.92	\$22.82
52	H	\$45,784	\$1,761	\$22.01	\$33.02	\$22.89	52	H	\$47,058	\$1,810	\$22.62	\$33.94	\$23.53
52	I	\$47,215	\$1,816	\$22.70	\$34.05	\$23.61	52	I	\$48,465	\$1,864	\$23.30	\$34.95	\$24.23
52	J	\$48,648	\$1,871	\$23.39	\$35.08	\$24.32	52	J	\$49,876	\$1,918	\$23.98	\$35.97	\$24.94
52	K	\$50,083	\$1,926	\$24.08	\$36.12	\$25.04	52	K	\$51,285	\$1,973	\$24.66	\$36.98	\$25.64
52	L	\$51,516	\$1,981	\$24.77	\$37.15	\$25.76	52	L	\$52,694	\$2,027	\$25.33	\$38.00	\$26.35
52	M	\$52,949	\$2,037	\$25.46	\$38.18	\$26.47	52	M	\$54,104	\$2,081	\$26.01	\$39.02	\$27.05
52	N	\$54,383	\$2,092	\$26.15	\$39.22	\$27.19	52	N	\$55,513	\$2,135	\$26.69	\$40.03	\$27.76
52	O	\$55,817	\$2,147	\$26.84	\$40.25	\$27.91	52	O	\$56,922	\$2,189	\$27.37	\$41.05	\$28.46
	P	\$57,251	\$2,202	\$27.52	\$41.29	\$28.63		P	\$58,331	\$2,244	\$28.04	\$42.07	\$29.17

Mail Handler Assistant (MHA) Hourly Wage Rates (unchanged)
Effective November 26, 2016 (PP25-2016)

MHA Grade 4 \$15.12
MHA Grade 5 \$15.94

THE SHOP STEWARD

Article 17.1 of the National Agreement provides that “Stewards may be designated for the purpose of investigating, presenting and adjusting grievances.” Article 17.2 states that “[t]he Union will certify to the Employer in writing a steward or stewards and alternates in accordance with the following general guidelines.” Those guidelines are enumerated in the remaining portions of Article 17.2 of the Agreement. Article 17.3 adds that “[w]hen it is necessary for a steward to leave his/her work area to investigate and adjust grievances or to investigate a specific problem to determine whether to file a grievance, the steward shall request permission for the immediate supervisor and such request shall not be unreasonably denied.” These are the basic rights of a steward, but to be a good steward you must learn something new about your job or role as a steward every day.

Just recently representatives from the National Office of the NPMHU along with representatives from the Postal Service negotiated over wages, hours and working conditions and reached a settlement that was overwhelmingly approved by the membership of the NPMHU as the 2016 National Agreement. The job of a shop steward is to enforce that National Agreement on behalf of the mail handlers he/she represents and to make sure that USPS management lives up to the agreement. As a steward, you should remember that if you do your job well, you will be doing one

of the most important things that can be done to strengthen the NPMHU.

The foundation of this 2016 National Agreement on the workroom floor is the shop steward who is and will be the Union representative in the workplace to ensure that all mail handlers are being treated fairly. As a steward, you should have a special relationship with the employees you represent. Research studies have shown that the average worker’s image of his/her local union, his national union, and the labor movement generally develops out of his/her attitude toward the steward on the workroom floor. When a union member sees his/her steward as intellectual, aggressive, fair-minded, and knowledgeable, that member will generally feel the same about the union.

Many don’t realize it, but a shop steward is responsible for many jobs. The most important job of the steward is being able to handle and process grievances. Some other responsibilities of being a steward include: (1) organizing new members while striving for 100% membership in his/her installation; (2) keeping all members informed; (3) acting as a link between elected union officers and the membership; (4) supporting the union; and (5) keeping themselves informed.

Article 17.5 of the National Agreement states that “During the course of any employment orientation program for new career or non-career employees covered by this Agreement, or in the event a current postal employee is reassigned



THOMAS J. BRANCH, Manager, CAD

to the mail handler craft, a representative of the Union representing the craft to which the new or current employees are assigned shall be provided ample opportunity to address such new employees, provided that this provision does not preclude the Employer from addressing employees concerning the same subject. In addition, at the time any non-career employees covered by this Agreement become eligible for health insurance, the Union will be provided ample opportunity to address such employees on this subject. Health benefit enrollment information and forms will not be provided during orientation until such time as a representative of the Union has had an opportunity to address such new employees.”

Therefore, when new mail handlers and MHAs are hired, one of the steward’s basic job responsibilities is to get acquainted with these new employees when they first begin their new career and inform them about our Union and its activities. A good steward will introduce him/herself and explain to the new employees

“A grievance is a complaint by the union or a member of the bargaining unit that violates the National Agreement. The steward’s responsibility is to determine whether such complaint constitutes a legitimate grievance under the National Agreement.”

that a steward is available if there are questions regarding his/her rights as a mail handler. The steward should also be prepared to give the new mail handler a sense of what the Union has accomplished over the years. A good steward will also make certain that all new mail handlers have been given information regarding the Mail Handlers Benefit Plan. Remember, an informed member is a good member.

As stated earlier, the principal function of a steward is grievance handling. In order to be successful in handling a grievance, a steward must first familiarize him/herself with the National Agreement. Simply reading the contract is not enough. A good steward will not only read the contract, but learn how it has been and is being interpreted by the parties by familiarizing themselves with the Contract Interpretation Manual (CIM).

Following the contract and the CIM, probably the single most important document with which a steward should become conversant is the seniority list and/or the relative standing list for

PTFs and MHAs. Stewards should be prepared to request these documents from the local management if they are not being provided because the National Agreement spells out the details of how the principals of seniority are applied.

One of the most problematic jobs of stewards is getting to know and understand the people around them when it comes to grievance handling. A good steward knows which mail handlers are willing to give statements when the Postal Service violates Article 7 or any other Article of the National Agreement and which mail handlers are shy or unwilling to participate in the grievance process.

So, what is a grievance? A grievance is a complaint by the union or a member of the bargaining unit that violates the National Agreement. The steward's responsibility is to determine whether such complaint constitutes a legitimate grievance under the National Agreement. Sometimes these complaints are violations of the National Labor Relations Act which the Postal Service is subject to under the law and

under Article 5. Some complaints or grievances also violate other federal laws and regulations and can sometimes be made the subject of a grievance. Stewards should keep in mind that all complaints are not legitimate grievances. Article 15 of the National Agreement contains a detailed summary of what a steward must know in order to properly process a grievance and perform his/her job as a steward.

Remember, being a good steward is a tough job and you should be prepared to accept constructive criticism, willing to accept useful suggestions, and prepared to tackle the tough problems that our members may have. Also, if you are a steward or just a member, you can rest assured that the National Office of the NPMHU is solidly behind you and ready to provide you with the support and resources to not only make you a good steward but also make you a great member.

Thomas J. Branch
Manager, CAD

MAIL HANDLERS SUPPORT JUVENILE DIABETES RESEARCH FOUNDATION



The National Postal Mail Handlers Union has been a sponsor and a participant of the JDRF Walk to cure diabetes for over 20 years and we will continue to walk until Type One becomes Type None!

This year our walk will be held on the National Mall. The NPMHU Team will be walking in Washington, DC: Sunday, June 4, 2017. We need your support. A dollar here and there adds up, no matter how small you may think it is to someone with Diabetes it's a huge gift.

Each year, JDRF One Walk brings together more than 900,000 peo-

ple across the country to change the future for people living with type 1 diabetes (T1D). This fun, family-friendly event gives people with T1D—and their friends, family and co-workers—the opportunity to raise money for life-changing T1D research. They walk to help JDRF ease the incredible burden of this disease for the millions affected, until we create a world without T1D.

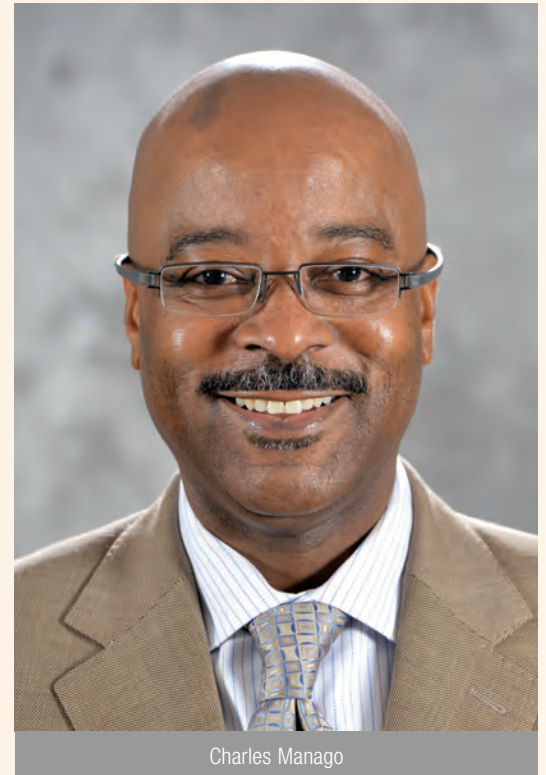
To donate to our team please visit the Mail Handlers webpage at www.npmhu.org and follow the link to the Mail Handlers JDRF team page. Donate to the JDRF One Walk today and help us turn Type One into Type None.

COMINGS AND GOINGS AT THE

NATIONAL OFFICE



Eugene Horton



Charles Manago

After a distinguished career representing Mail Handlers, Thomas J. Branch (TJ), Manager of the NPMHU Contract Administration Department, has announced his retirement to be effective on April 14, 2017. We are honored to recognize TJ's unyielding commitment to the members of our great Union. TJ became a Mail Handler in Richmond, VA in 1973, within the jurisdiction of Local 305. After serving as chief shop steward, he was elected to the office of Administrative Vice President (now Branch President) and Virginia State Executive Board member in 1992. He also served as an arbitration advocate and in many other key functions at Local 305. Beginning in 1994, TJ moved to the National Office, first serving the membership as a National CAD representative for nineteen years, and then closing out his run as Manager of that Department since April 2013. In that role, he has been the NPMHU's chief spokesperson on all matters of contract administration and grievance handling, as well as serving as a key participant in seven rounds of national negotiations – that is, on every single National Negotiations Team since the 1994 round of bargaining.

TJ also has served on the RI-399 National Dispute Resolution Committee, and as a primary instructor in countless National training programs. We wish TJ and his family well as he begins a new chapter in his life, and we thank him for his many years of dedicated service to the NPMHU. Please join us in congratulating TJ on this well-deserved retirement.

With TJ's retirement, President Hogrogian has made several appointments and assignments within the National and Regional Contract Administration staff. First, Hogrogian has appointed National CAD representative Teresa Harmon to serve as Manager of Contract Administration effective April 15, 2017. Teresa has served the Contract Administration Department in several capacities since her appointment in 2012, first as the Eastern Regional Director, followed by her swift appointment to the National CAD staff. She has been a Mail Handler since 1987, and first became a steward in 1989 at the Merrifield, VA postal facility. Since then, she has served as Chief Shop Steward, Branch President, and Virginia State Executive Board Member for her



Eileen Mills



Teresa Harmon



Thomas Branch

home Local 305. As an arbitration advocate, Teresa has arbitrated several hundred cases and negotiated hundreds of pre-arbitration settlements, not only in contract and discipline matters, but also for jurisdictional disputes under RI-399 and for local impasse cases under Article 30. As CAD Manager, Teresa will supervise all contractual matters at the National Office and all Regional Offices. Teresa also will sit on the Article 12 Task Force and will represent the best interests of the NPMHU membership in all forums.

President Hogrogian next appointed Regional CAD Representative Charles Manago to the National CAD staff, effective May 13, 2017. In 2012, Charles accepted an appointment to Contract Administration as Southern Region Director, a position he has held to this date. He first entered the Postal Service in 1986, and has served as a shop steward, Chief Steward, and Branch President of the Northern Virginia P&DC in Merrifield, VA for more than ten years. Manago also has served as the Vice President of Local 305, which represents Mail Handlers in four states and the District of

Columbia. Throughout this time, he served as an arbitration advocate for the Mail Handlers in his Local Union. Please join us in welcoming Charles to the National CAD.

With Charles Manago's appointment to National CAD, President Hogrogian chose to realign a Regional Director appointment to her respective Region. Thus, Regional CAD Representative Eileen Mills will shift from the Eastern Region to the Southern Region Director, also effective May 13, 2017. Eileen started as a Mail Handler in 1984. She has served as the Southern Regional RI-399 Dispute Resolution Committee Member since 2006. She also was the Recording Secretary of Local 311 (Texas) for five years. Prior to that position, Eileen served two terms as the Branch President of the North Texas P&DC. She is an experienced arbitration advocate, and is proficient in matters of OWCP, FMLA, VPP, and ERRP. Eileen holds a Bachelor's Degree in Union Administration from the National Labor College and continues to be an asset to the NPMHU. Eileen is eager to transition to the Southern Region, home to her Texas roots.

In conjunction with TJ's retirement and the subsequent appointments within the CAD

staff, the National President has appointed Eugene Horton to the open position of Eastern Region Director. Eugene's appointment also will be effective on May 13, 2017. At the time of this appointment, Eugene serves as Vice President of Local 305, as well as Branch President of the Charlotte, NC P&DC. He is a skilled arbitration advocate and Local Union trainer. Eugene was an elected delegate to the 2012 and 2016 NPMHU Conventions, serving the membership on the Rules Committee in 2016. In addition to studying at Texas University, Eugene participated in a plethora of training programs to include basic and advanced shop steward training, advocate training, MAPS, FMLA, MHA, Local Memorandum Negotiations, ergonomic, and OSHA Safety. Eugene will be a welcome asset to the Contract Administration team.

Please join us in wishing TJ Branch the very best in his forthcoming retirement, and in congratulating Teresa Harmon, Eileen Mills, Charles Manago, and Eugene Horton for their new positions in the NPMHU Contract Administration Department.

MHBP MEMBERS CAN NOW EARN WELLNESS FUNDS

Beginning January 1, 2017, MHBP Standard Option and Value Plan members can earn Wellness Fund account rewards for completing a Health Risk Assessment and a Biometric Screening. The rewards can be earned once per calendar year by each covered family member age 18 and older, and may be used to help pay for qualified medical expenses, such as your cost-sharing amounts (copayments, coinsurance and deductibles) for future services, for any covered family member.

Consumer Option members are not eligible for the Wellness Rewards program, but should still complete the Health Risk Assessment and Biometric Screening. These actions help identify health risks and health changes and can point to lifestyle modifications and/or treatments that help you maintain or improve your health.

Health Risk Assessment (HRA)

An HRA is a great way to identify potential health risks. It's like an interview: a questionnaire about your nutrition, physical activity, stress, etc. Once complete, you'll get a personalized summary with suggestions and programs to help you improve your health by reducing health risks. And you'll earn a \$75 credit (Standard Option) or a \$50 credit (Value Plan) to your Wellness Fund account.

You can complete your HRA online by going to the MHBP secure member portal. Click on Wellness Tools, then Health Risk Assessment. If you haven't registered for a My Online Services account before, you'll need to establish a new account for each family member age 18 or older. The process is simple and it only takes about 20 minutes to earn your reward.

Or, you can complete your HRA by phone if you prefer. Call TrestleTree at 855-580-2801 or go to <http://enroll.trestletree.com> (passcode: MHBP) to schedule an appointment with a health coach. You'll get your results by mail and you'll also have the opportunity to participate in health coaching programs by phone.

After you have completed your HRA, we will credit your Wellness Fund account with your reward.

Biometric Screening

A biometric screening measures certain physical characteristics: height, weight, body mass index, blood pressure, blood cholesterol, blood glucose, and aerobic fitness. It creates a benchmark for you to evaluate changes in your health status over time. Your doctor can do one as part of your annual physical exam, or you can have a biometric screening done – at no cost to you – at a Quest Diagnostics Patient Service Center. When your results are returned by November 30, you'll earn a Wellness Fund account reward of \$75 (Standard Option) or \$50 (Value Plan).

Earn your reward:

- Make an appointment for your biometric screening at a Quest Diagnostics Patient Service Center. To register for your screening call 855-623-9355 or visit My.QuestforHealth.com and enter the registration key: *mhbp*
- Have your physician perform the biometric screening as part of your annual check-up, record the results on the Biometric Screening Physician Results form and fax the form to Quest Diagnostics no later than November 30. The Biometric Screening Physician Results form and instructions are available at My.QuestforHealth.com.

Once your biometric screening is complete, your results will be available online at My.QuestforHealth.com. After you have completed the biometric screening, we will credit your Wellness Fund account with your reward.

Wellness Fund account

Once you've earned rewards, we will automatically use funds from your account to cover any cost-sharing amounts that remain after your MHBP benefits are applied when we process claims for you or your covered family members. You can also use available funds to help cover the cost of qualified expenses that your



MICHAEL J. HORA, Executive Director, MHBP

MHBP benefits don't cover, like dental services and eye exams.

If you don't use all your reward funds by the end of the year, don't worry – your unused funds will roll over to the next year.

If you have Flexible Spending Account (FSA)

If you are enrolled in a Flexible Spending Account (FSA) and wellness incentives have been deposited into your wellness fund, you may not receive reimbursement for the same medical expense from both your wellness fund account and your FSA. If a medical expense is covered under both your wellness fund account and your FSA, you must use the funds in your wellness fund account first. Enrollees may receive reimbursements from their FSAs for medical expenses that are covered by both their wellness fund account and their FSA only after the funds in the wellness fund account have been exhausted.

In order to receive reimbursements from your wellness fund account for qualified medical expenses, you must certify that you have not received reimbursement for the applicable qualified medical expense and that you will not seek such reimbursement under any other plan or arrangement. If you receive reimbursements from more than one plan or arrangement for the same qualified medical expense, the amount received in excess of the qualified medical expense may be taxable to you as income.

Michael J. Hora
Executive Director, MHBP

MHBP ACHIEVES AAAHC ACCREDITATION

I am pleased to report that the Mail Handlers Benefit Plan® has achieved OPM's required health plan accreditation from the Accreditation Association for Ambulatory Health Care (AAAHC), an independent, not-for-profit organization dedicated to improving health care quality and patient safety. Status as an accredited health plan means that the National Postal Mail Handlers Union d/b/a MHBP® has met nationally recognized standards set by AAAHC for the provision of patient-centered quality health care. This accreditation distinguishes MHBP and our contracted administrator, facilities, physicians and care providers from many others as providing the highest quality of care to MHBP members.

During a three-day on-site evaluation, AAAHC examined MHBP for compliance with standards in eight core areas: Member Rights, Responsibilities, and Protections; Governance and Administration; Provider Network Credentialing; Case Management and Care Coordination; Quality Improvement and Management; Clinical Records and Health Information; Environment of Care and Safety; Health Education & Wellness Promotion. AAAHC concluded that MHBP® met AAAHC's nationally recognized standards for quality patient-centered health care and safety. Not all health plans seek accreditation; not all that undergo the rigorous on-site survey process are granted accreditation.



We believe that our members deserve the best. When members see our certificate of accreditation, they will know that AAAHC closely examined our operations, policies and procedures. It means that as an organization, we care deeply about our members and their health

and endeavor to provide them the highest level of care possible.

As a FEHB Plan, MHBP was established by OPM in part for the purpose of providing affordable, quality health insurance to federal government employees and retirees and to provide maximum health benefits at the lowest possible cost to employees and retirees and to the government. MHBP strives to provide the best possible quality health care for its members, with an emphasis on patient safety, access to care, customer service and satisfaction, and the promotion of member health and wellness. In order to continue to accomplish these goals, and to ensure that MHBP maintains our AAAHC accreditation readiness, we hired an assistant director who will direct MHBP's work in these and other areas. Nina Gallauresi joined MHBP in March as assistant director, and brings with her a strong background in healthcare operations, quality assurance, and compliance. Please join me in welcoming Nina to the team.

“MHBP strives to provide the best possible quality health care for its members, with an emphasis on patient safety, access to care, customer service and satisfaction, and the promotion of member health and wellness.”

MORTGAGE

The Union Plus mortgage program makes buying or refinancing a home easy for you and your children.

CAR RENTAL

Up to 25% discount on car rental deals with Avis, Budget, Hertz, Dollar, Thrifty & Payless.

Four Ways to Save

AT&T WIRELESS

The only national unionized wireless provider. 15% savings for union members on the monthly service charge of qualified plans.*

CREDIT CARD

Several credit card choices,** all with competitive rates and U.S.-based customer service, designed to meet the needs of union members.

*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8008 for details

**Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance. Credit approval required. Terms and conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from MasterCard International Incorporated. Capital One N.A. is not responsible for the contents of this message and/or any of the other third party products/services mentioned. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated.

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LOCAL 298 INSTALLATION OF OFFICERS



National President Paul V. Hogrogian swearing in the officers of Local 298.

(L-R) Branch President Jeff Rigby, Vice President Justin Kreikemeier, Treasurer Danielle Russo, SEBM Ada McCarty, Local 298 President Wayne Foster, and Recording Secretary Becky P. Hope.

LOCAL 299 INSTALLATION OF OFFICERS



Western Regional Vice President Don Sneesby preforms the swearing in duties for Local 299.

(L-R) Vice President Western Region Don Sneesby, Vice President Mario Cachero, SEBM Keala Parker, Treasurer Jay Lucero, and President Jason Adachi.



National President Paul V. Hogrogian with Local 298 newly elected officers.

LOCAL 308 TRAINING



Members of Local 308 gather for a Shop Steward Training.

Pictured **(L-R)** Scott Fayter, Bill Mulvenna, Eastern Region Vice President and Local 308 President John Gibson, National Trainer Tim Dwyer, Angel Bloxom, Kris Keehn and David Sagui.

LOCAL 327 INSTALLATION OF OFFICERS



National President Paul V. Hogrogian preforms the swearing in for the newly elected Local 327 Officers.

(L-R) SEBM Rick Newton, Local 327 President Larry Burke, Recording Secretary Misty Smith, Vice President Jason Baum and Treasurer Jay Lucero.

LOCAL 301 INSTALLATION OF OFFICERS



President Paul V. Hogrogian along with: President Emeritus John F. Hegarty, Northeastern Region Vice President David Wilkin, Northeastern Region CAD Director Tom Ruther, Legislative and Political Director Bob Losi, and National Trainer Tim Dwyer to swear in the newly elected Local 301 officers. Local 301 members Pictured: Jeff Anderson, John Bessette, Paul Bureau, Jeff Cole, Christine Couture, Scott Curtis, Bernard Dambach, Patrick Donovan, Bob Goggin, Shawn Holt, Scott Lasell, Matthew McGrath, Sue O'Leary, Randy Oliver, John Pani, Neil Ryan, Joseph Stanlione, Dan St. Marie, Tim Sullivan, Sean Sweeney

ACROSS THE COUNTRY



LOCAL 302 INSTALLATION OF OFFICERS



Newly elected Local 302 officers gather for a photo.

(L-R) Treasurer Crystal Wilson, Local 302 President Tony Coleman, Recording Secretary Kimberly Wilson, Branch President Joel Garcia, Western Region Vice President Don Sneesby, Branch President Matthew Story, SEBM Tony Bell, Vice President Juanita Contreras, National Trainer Tim Dwyer, National President Paul V. Hogrogian and Branch President Edward Alcantar.

HQ LEGISLATIVE OUTREACH



Legislative and Political Director Bob Losi meets with Congressman Joseph Kennedy III.

HQ LEGISLATIVE OUTREACH



Postal Union leaders work with Congress on Board of Governors Nominees and Other Postal Issues.

Bottom row, from left: NRLCA President Jeanette Dwyer and APWU Legislative Director Judy Beard.

Top row, from left: NALC Legislative Director Kori Keller, NPMHU President Paul Hogrogian, NALC President Fred Rolando, Senator Charles Schumer, NPMHU Legislative and Political Director Bob Losi, APWU President Mark Dimondstein, and NRLCA Director of Governmental Affairs Paul Swartz.

LOCAL 306 INSTALLATION OF OFFICERS



National President Paul Hogrogian in a post swearing in photo with members of Local 306.

(L-R) Treasurer Kenneth Leftridge, Vice president Gregory Newsome, Branch President George Cantrell, Local 306 President and Central Region Vice President June Harris, Recording Secretary Tanisha L. Ruth, Branch President Miller F. hall, Branch President Carmela Tyler, SEBM Richard Coleman, National President Paul V. Hogrogian, Branch President Sheila Spaulding, Branch President Manuella A. Morris, Branch President Max Rehbein, Branch President Steve Barber, Branch President Jeff Bridges, Branch President Robert Howze and Branch President Mark Blough.

LOCAL 327 LEGISLATIVE OUTREACH



Local 327 President Larry Burke and NPMHU President Paul Hogrogian and Western Region Vice President Don Sneesby meet with representatives from the USPS, and aides representing Congressman Ryan Zinke, and Senators Steve Daines and Jon Tester to discuss Postal Reform legislation.

LOCAL 313



Local 313 hosts steward training.

This Plan is *Your* Plan

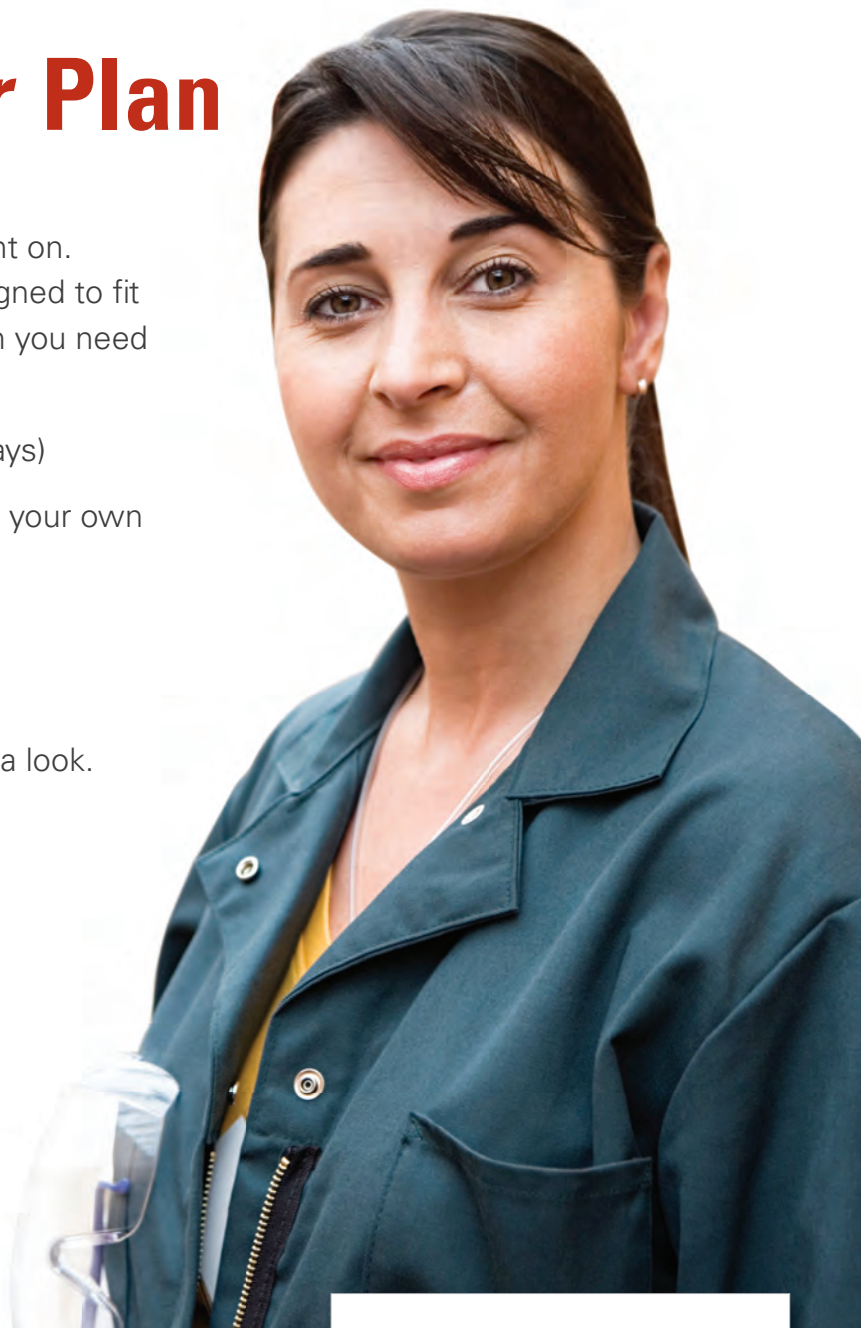
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