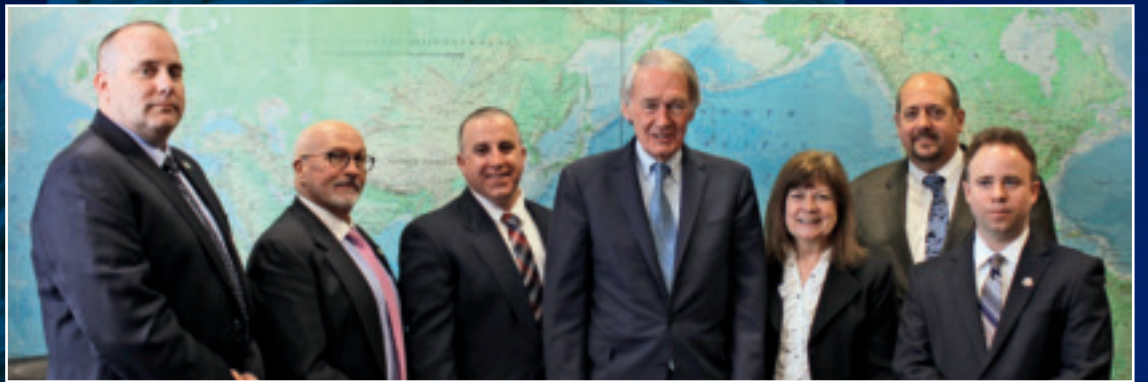
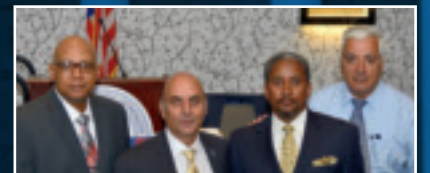
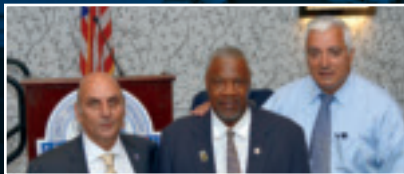


The Mail Handler



MAIL HANDLERS DELIVER UNION'S MESSAGE TO 115TH CONGRESS



Summer 2017

The Mail Handler

The Quarterly Publication of the National Postal Mail Handlers Union

SUMMER 2017

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ON THE COVER:

More than one hundred mail handlers from across the country gathered in Washington, DC to participate in the NPMHU's biennial Legislative Conference for the 115th Congress.



National Postal Mail
Handlers Union

National Executive Board

Paul V. Hogrogian
National President

Timothy M. Dwyer
Secretary-Treasurer

June Harris
Vice President Central Region

John A. Gibson
Vice President Eastern Region

David E. Wilkin
Vice President Northeastern Region

Lawrence B. Sapp
Vice President Southern Region

Don J. Sneesby
Vice President Western Region

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National Postal Mail Handlers Union

PRESIDENT'S REPORT

CHALLENGE ALL UNWARRANTED BID REVERSIONS

Dear Members,

The Postal Service has been implementing wholesale bid reversions and abolishments across the country. Management has been arguing that these reversions are necessary because of the continuing decline in mail volumes, especially in First Class Mail. The most recent figures (for the period from October 1, 2016 through May 31, 2017) indicate a decline of over 6 billion pieces in total mail volume from the same period last year. Despite the decline in volume, the USPS has shown operating surpluses for the first quarter of FY 2017 (\$522 Million) and the second quarter of FY 2017 (\$12 Million).

USPS Headquarters, in an extreme overreaction to these mail volume figures, has directed all Postal Areas to assess their current workforce complements and make the necessary adjustments to reflect the decline in mail volume. Not surprisingly, the Area Managers are now overreacting to the initial overreaction coming from Postal Headquarters.

The Function 1 Scheduler is the “staffing tool” that is being used to determine complement in each postal installation. However, the Function 1 Scheduler not only is far from perfect, but it is extremely flawed. Like any other computer program, if you put garbage in, you can expect to get garbage out. The Postal Managers who met with NPMHU officials to discuss the reversions have readily admitted that the Function 1 Scheduler is far from exact regarding the staffing of allied duties (including mail transportation) and platform operations. Since allied duties and platform operations constitute a substantial portion of Mail Handler staffing in Mail Processing Centers, we can only assume



PAUL V. HOGROGIAN, National President

that the Function 1 Scheduler's recommended Mail Handler complement can in no way, shape, or form be considered accurate.

We have been told that the Function 1 Scheduler's results are not necessarily binding on all Mail Processing Centers. However, in order for any particular installation to deviate from the recommended staffing, an exception must be requested from and approved by Postal Headquarters. It is our belief that such exceptions are not easily given.

In what can only be described as another blatant overreaction to pressure from the top, some installations have already issued impact statements notifying of their intent to excess Full-Time Regular Career Mail Handlers as a result of their new staffing assessments. Many of these impact statements ignore the clear provisions of Article 12 of the National Agreement, which provide that all Casuals and other non-career Mail Handlers must be separated to the extent possible before involuntarily reassigning any career Mail Handler. Union Representatives at the Regional and Local levels are meeting with their postal counterparts to discuss and challenge the Postal Service's ill-conceived and misguided proposals.

Rest assured, we are not giving up on this issue; nor are we giving in. This is just the start of what may be a long battle to protect the rights of our members, to protect the mailing public, and to protect the Postal Service from itself. This battle must be fought on a reversion by reversion and an abolishment by abolishment basis. Each unwarranted bid reversion must be challenged and grieved at the Installation Level.

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It is imperative that no unwarranted bid reversion goes unchallenged.

The Local Unions should be asking the Postal Service to meet and to share the results of their staffing tool and to discuss and challenge the proposed impacts on Mail Handler craft employees.

We also have been coordinating with our brothers and sisters from the APWU to present a united front against the Postal Service's cold and calculated attacks on USPS employees throughout the nation.

The National and Regional CAD continue to guide, assist, and work with the Local Unions in this extremely important fight over the very existence of our jobs. We will ensure that all of the appropriate grievances are properly filed should any of management's actions violate the National Agreement.

The NPMHU remains committed to achieving 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 postal reform that is good for postal workers, good for the Postal Service, and good for the American people.

The House Oversight and Government Reform Committee passed out of committee bi-partisan postal reform legislation (H.R. 756 — The Postal Service Reform Act of 2017) earlier this year. The bill now goes to the House Ways and Means Committee and the Energy and Commerce Committee for their approval.

Postal reform was the main focus of the recently completed NPMHU Legislative Conference, during which scores of Mail Handlers met with their congressional representatives to emphasize the urgency of enacting meaningful postal reform 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.

The NPMHU also has been coordinating with other Postal and Federal Unions (Federal/Postal Coalition) to defend against the expected

attacks on postal and federal employees by the Republican-controlled Congress.

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 postal employees (already included in Trump's budget)
- Increasing contributions for health benefits for postal and federal postal employees
- Eliminating paid Official/Union time for postal and federal Union Representatives
- Increasing privatization of Postal/Federal operations
- Freezing the hiring of postal and federal employees
- Increasing the closing and consolidation of mail processing facilities
- Reducing mail service to 5-day delivery (already included in Trump's budget)
- Eliminating door to door delivery (already included in Trump's budget)

The enactment of any of these draconian proposals could have a devastating effect on postal and federal workers. We must continue to work with other Postal and Federal Unions, our allies in the greater labor movement, and our allies in the community to prevent this agenda from being implemented.

The conversion of MHAs to career employee status remains a priority for the NPMHU. More than 8,600 MHAs have been converted to career status through June 15, 2017. The MOU on Filling Residual Vacancies, which we signed in August

2015, continues to produce results. This MOU has provided significant opportunities 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. However, the recent reversions and abolishments may slow future conversions.

The NPMHU Contract Administration Department and representatives of USPS Labor Relations are extremely close to an agreement 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 have been decided since the last CIM update. I am confident that we will have a new CIM in the near future.

I also remain confident that, through the work of our Contract Administration Department and our legal representatives, and through the hard work of our Local and Branch representatives, we can successfully meet any and all challenges that lie before us and anything that USPS Management may throw at us. But we must remain united in the face of the Postal Service's attacks on our jobs. The continuing support of all Mail Handlers is very much appreciated.

Fraternally,

Paul V. Hogrogian
National President

JOIN THE UNION, YOU FREE-RIDING CHEAPSKATE ...

The National Postal Mail Handlers Union, like so many other employee organizations in America, fulfills many essential functions to ensure the sustainment of everyday work life for the 45,000 Postal Service employees who are in the Mail Handler Bargaining Unit. Beyond supporting our Shop Stewards, Branch Presidents, and other Local Officers, our National Union performs irreplaceable tasks for every Member of our Union by providing Membership Services, administering a Federal Health Benefits Plan, collecting and distributing dues and other revenue, providing administrative support for our Local Unions, and performing collective bargaining duties for all members of our bargaining unit, including Full-Time Regulars, Part-Time Regulars, Part-Time Flexibles and Mail Handler Assistants. Although we just completed the ratification process of our current collective bargaining agreement, the next round of bargaining is already on the horizon.

While performing the everyday tasks of supporting thirty-seven (37) Local Unions and more than three hundred (300) separate Branches, our National Organization responds daily to myriad requests from our members and representatives around the country and routinely addresses proposals from the USPS, many of them horrific, to change work rules, policies, and procedures that affect every member of the bargaining unit. Most of these Postal Service proposals never see the light of day because of the efforts of our Contract Administration Department and supporting officers. In concert with these daily attempts to make our work life more difficult, we presently face a hostile Congress that collectively appears to believe the cure to the woes of our Nation are best resolved by punishing federal and postal employees through attacks on wages, work rules, and benefits.

Considering the current atmosphere, we need a united front now more than ever in our history, starting with membership in our Union. We have far too many non-members. We need you, our valued members, to encourage these folks to join their Union! Many of

our non-members may harbor grudges against a Union Representative or a personal distaste against the Union in general because they believe they have differing political views or agendas. But very few of these non-members would ever refuse to accept the many benefits bargained by the Union—even if they claim to have some objection to them in general.

The concept of non-membership based on dislike of personalities or political disagreements must be put aside for some greater questions that apply to all Mail Handlers: Do you like your wages? Join the Union! We bargain for your wage adjustments, your Cost-Of-Living Adjustments (COLAs), and your differentials. Do you believe you should be compensated at the Overtime Rate for work beyond eight hours per day or outside of your schedule? Join the Union! The Postal Service would prefer that you not get overtime until you work more than forty hours in a week, and that managers can change your schedule on a daily basis. Do you like your leave benefits? Join the Union! The NPMHU bargains your leave benefits. Do you like your holiday pay? Join the Union! The Union bargains for Holiday Pay and Holiday Scheduling. Do you like having your seniority honored? Join the Union! The Postal Service thinks you should feel lucky and be grateful that you have a job. Management also believes that it is too much trouble to move you (or move you back) by seniority. If you disagree, Join the Union!

The National Postal Mail Handlers Union boasts a membership rate that hovers very close to ninety percent (90%). But that means that one out of ten members of our bargaining unit are not members of our Union. This is not acceptable. Do you think that one-out-of-ten members of our Mail Handler Bargaining Unit would prefer casual wages and benefits? NO WAY! Do you think one-out-of-ten members of our bargaining unit would prefer no paid leave? NO WAY! Do you think one-out-of-ten members of our bargaining unit would prefer no Holiday pay? How about no right to bid on a job? What about our Overtime wage structure? How about Sunday and night differential where applicable? Without



TIMOTHY M. DWYER, National Secretary-Treasurer

“The days of the free ride are over for our bargaining unit. We need a united front and we need the financial support generated by membership dues to protect your rights.”

our collective bargaining process, virtually all of these benefits, achieved through collective bargaining, would be eroded or completely disappear. Join the Union!

So, I know I am preaching to the choir here. What should we do? I'm asking all of our members to reach out to their non-member co-workers and convince them to join the Union. Lend them a hand in getting past their issues, no matter what they may be, to join in a concerted effort to save their wages, their benefits, and their jobs. Find out why they aren't members and convince them to change their minds. If they have a personal problem with a steward or another representative, remind them that the Union is much bigger and more important than dislike for a particular person.

Another issue that needs to be addressed is the issue of younger members of our workforce. Perhaps they believe this is just a stop-over on their way to bigger and better things. We need these folks to join our Union too. Maybe they don't think they'll be working for the USPS forever, but we need them as members as long as they are working here.

The days of the free ride are over for our bargaining unit. We need a united front and we need the financial support generated by membership dues to protect your rights. Those folks that will not participate, whatever their rationale, certainly don't allow those rationalizations to keep them from accepting the benefits garnered through collective bargaining efforts. They don't refuse the raises, the COLAs, the positive

impact of the work rules, or the frequent grievance settlements.

All I am saying is it is up to us, our members, to educate our newer employees as to how important membership in the NPMHU really is. Take a chance and have a conversation with a non-member. Have several conversations. We are stronger together than we are apart. Approach the non-member in your work area, your tour, and your building. Ask them why they won't become a member of the Union. Ask them what prevents them from joining with their colleagues with membership in their Union, and ask them, if they refuse to join, whether they will return the additional wages and benefits the Union has gotten them over

the years. See if there is some misunderstanding that can be clarified or corrected. And if they still won't join . . . it's time to stop talking to them, to stop hanging with them, to stop treating them as if it's OK to be a scab, sucking up the lifeblood of the Union and their fellow employees which continue to sustain them while they refuse to pay their fair share. Tell them to JOIN THE UNION! It's the only thing between us and the unemployment line.

In Solidarity,

Timothy M. Dwyer
National Secretary-Treasurer

"I'm asking all of our members to reach out to their non-member co-workers and convince them to join the Union."



Discovering Discounts



Check out the values online on our website at unionplus.org/npmhu

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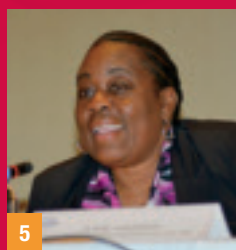
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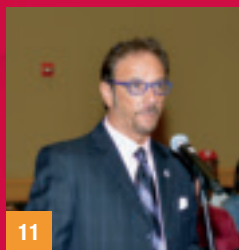
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LOCAL PRESIDENTS GATHER FOR SEMI- ANNUAL MEETING

On Thursday, April 6, 2017, officers and representatives from nearly every NPMHU Local Union gathered in Hollywood, Florida 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, President Paul Hogrogian introduced two newly installed Local Presidents and twelve re-elected Local Presidents, resulting from elections or appointments occurring since the last SAMLU in December 2016.

The new Local Presidents include Chris Bentley (Local 297), Jason Adachi (Local 299), Dan St. Marie (Local 301), Tony Coleman (Local 302), Bip Mclemore (Local 304), June Harris (Local 306), John Gibson (Local 308), Andy Badilishamwalimu (Local 310), Nick Mosezar (Local 318), Philip Derby (Local 319), Larry Burk (Local 327), Todd Larson (Local 328), Randy Krueger (Local 333), and Sheldon Adams (Local 334).

During introductions, President Hogrogian also took time to recognize the newly appointed National Secretary-Treasurer Tim Dwyer, the retiring Contract Administration Department Manager Thomas J. Branch, and the newly appointed CAD Manager Teresa Harmon.

Brother Dwyer was appointed National Secretary-Treasurer effective April 1, 2017. Brother Dwyer previously served as both Treasurer and President of Local 301 in New England before transitioning to the National Office in 2012. Tim has served in various roles in Washington D.C. including National Trainer, Article 12 Task Force Representative, National CAD representative, and now National Secretary-Treasurer.

President Hogrogian recognized that this was T.J. Branch's final SAMLU meeting, noting his retirement is effective April 14, 2017. During a separate retirement recognition event, attendees took time to honor T.J.'s 30 years of service to the NPMHU membership. T.J. served 23 years in the National Office, and most notably was an active participant in the last seven rounds of collective bargaining with the Postal Service. T.J. was presented with the NPMHU gold membership card and a congressional flag that was flown in his honor over the U.S. Capitol. The SAMLU attendees' celebrated T.J.'s career.

The National President spoke about the new CAD Manager Teresa Harmon; her appointment is effective April 15, 2017. Teresa joined the CAD team in March 2012 as Director of the Eastern

Region. Teresa transitioned to the National CAD in 2013, culminating with her recent appointment to CAD Manager. Please join us on wishing T.J. the very best in his retirement, and welcoming Teresa as the new Manager of the Contract Administration Department.

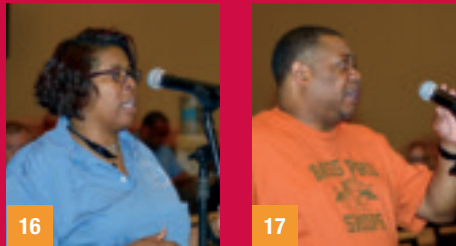
As is customary, President Hogrogian's semi-annual report to the attendees was a comprehensive account of the activities of the National Union since the previous meeting of the Local Presidents. A comprehensive review of this report will be included in the summer edition of the Mail Handler magazine. President Hogrogian addressed a wide array of topics beginning with ratification of the 2016 National Agreement. After a lengthy informational mailing that fully complied with the requirements of the National Constitution, the vote established overwhelming support for the proposed agreement, with 93% of the mail handlers voting in favor of ratification. Hogrogian spoke briefly about the major contractual changes, deferring bargaining discussions to day 3 of the SAMLU during which a comprehensive training session was conducted. The national bargaining team — consisting of Paul Hogrogian, Tim Dwyer, T.J. Branch, Teresa Harmon, Kevin Fletcher, and Bobby Blum, was joined by Regional Vice Presidents and National Trainers Lawrence Sapp and John Gibson who collectively led training and discussions on the new 2016 National Agreement.

During his report, Hogrogian went on to discuss the USPS financial situation, mail volume, and the Postal Regulatory Commission's (PRC) ongoing proceedings to review the postal ratemaking system. Hogrogian noted that the Postal Service is aggressively seeking to eliminate the PRC imposed rate cap and to authorize price increases when necessary to pay for all of its expenses, with only an annual review by the PRC. Major mailers and various charities and nonprofits have objected to the USPS rate cap proposal. Conversely, the NPMHU has intervened in support of the Postal Service. "We will be actively engaged in the proceedings, and will keep all of the locals informed about developments," said President Hogrogian.

When speaking about postal reform, Hogrogian noted that the four major Postal Unions, USPS management represented by the PMG, and many of the major mailers have agreed on a stakeholders' consensus bill on postal reform, which has now found its way into actual legislation that has been passed, on a bipartisan vote out of the House Committee on Oversight and Government Reform. After briefing the attendees on the major components of



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CAPTIONS

1. Local 318 Mail Handler Emee Raite delivered a rousing rendition of our National Anthem
2. National President Paul Hogrogian
3. Surrounded by the National Executive Board, Tim Dwyer is sworn into office as new National Secretary-Treasurer
4. National Secretary-Treasurer Tim Dwyer
5. Vice President, Central Region and Local 306 President June Harris
6. Vice Presidents, Northeastern Region—David Wilkin (left) and Eastern Region—John Gibson (right)
7. Vice President, Southern Region—Lawrence B. Sapp
8. Local 322 Treasurer John Szweczyk
9. Local 302 Branch President and SEBM Tony Bell
10. Local 304 President William H. McLemore III
11. Local 318 President Nick Mosezar
12. Vice President, Western Region and Local 316 President Don Sneesby
13. Local 303 President Javier Valencia
14. Local 301 President Dan St. Marie
15. Incoming and Outgoing CAD Managers TJ Branch and Teresa Harmon
16. Local 305 President Felandria A. Jackson
17. Local 310 President Pervous (Andy B.) Badilishamwalimu
18. Local 300 President Kevin Tabarus
19. Local 329 President John (JR) Macon
20. Local 304 Vice President Gregory O. Hill
21. CAD Representative Kevin Fletcher (front) Retired CAD Manager TJ Branch (Back)
22. Vice President, Eastern Region and Local 308 President John A. Gibson
23. CAD Manager Teresa Harmon
24. Retired CAD Manager Thomas (TJ) Branch
25. Local 314 Treasurer Yvette Luster
26. Legislative and Political Director Bob Losi
27. Michael Hora, Asst to NST & Executive Director MHBP



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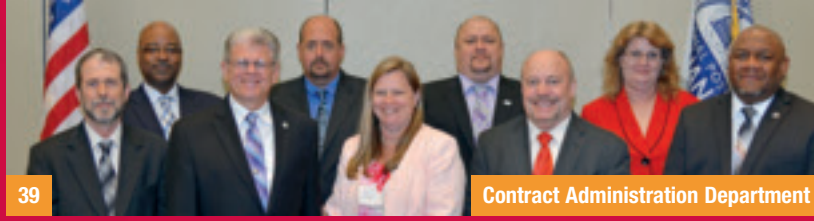
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Contract Administration Department



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National Executive Board

CAPTIONS

- 28. Brad Corban, Manager National Accounts, MHBP
- 29. Local 319 President Philip Derby
- 30. Local 317 Vice President Byron Wesley
- 31. Local 317 President James Morris
- 32. Local 327 President Larry Burk
- 33. Local 311 President Charles Charleston
- 34. Local 313 President Maurice A. Torres
- 35. Local 300 Officers Don Utz CT SEBM and M. Yvette Johnson- Vice President
- 36. SAMLU attendees received comprehensive update from CAD representatives and bargaining team on new National Agreement
- 37. Local 334 President Sheldon Adams
- 38. Retiring CAD Manager T.J. Branch is surrounded by family and friends in celebration of his well-deserved retirement
- 39. (l-r) David Ross, Charles Manago, Bobby Blum, Tom Ruther, Eileen Mills, Don Gonzales, Kevin Fletcher, Teresa Harmon, Eugene Horton
- 40. (l-r) Vice President, Southern Region—Lawrence B. Sapp, Vice President, Central Region—June Harris, Vice President, Western Region—Don Sneesby, National President— Paul V. Hogrogian, Secretary-Treasurer—Timothy M. Dwyer, Vice President, Eastern Region—John A. Gibson and Vice President, Northeastern Region—David E. Wilkin

the legislation as currently proposed, Hogrogian noted that the NPMHU will continue to remain engaged as H.R. 756 winds its way through the legislative process. Additionally, postal reform will be a featured item of discussion and lobbying during the NPMHU Legislative Conference in May 2017.

Following the President's report, National Secretary-Treasurer Timothy Dwyer provided a detailed presentation and entertained questions and comments on a variety of topics, including the NPMHU Unaudited Q4 2016 Financial Statements; 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; and analysis and review of Associate Dues, Service Charge, and Revenue Sharing programs.

The attendees also heard a report from NPMHU Legislative and Political Director Bob Losi on various legislative and political efforts. Aetna's Director of National Accounts Brad Corban gave a comprehensive report on the status of the Mail Handlers Benefit Plan (MHBP). This was followed by Mike Hora, MHBP Executive Director, who gave a detailed presentation on matters related to MHBP accreditation, Open Season recruitment, and related finance matters.

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. Several matters received extra attention, including the schedule for implementation of the 2016 National Agreement and the rules and regulations governing searches of USPS employees, vehicles in postal parking lots, and employee belongings on postal property. This latter topic caused a lively and informative debate among various National and Local representatives, all aimed at protecting the privacy and safety of all mail handlers.

The next meeting of the Local Unions will be held in Washington, DC in August of this year.

EXCESSING

At the time of writing this article, excessing notifications have been issued for sixty-two facilities, and more are expected in the coming weeks. The reasons given by the Postal Service for excessing from these facilities is declining mail volume and alleged overstaffing, as shown either by the F1 Scheduler or from a Function 4 Review. For those who do not know, the F1 Scheduler is the latest management tool being used to determine “optimal staffing” in mail processing facilities. The Function 4 review is used to determine staffing in customer service facilities. While the NPMHU will continue to fight the battle on this excessing, as well as on the mass job abolishments and reversions at all levels of the Union, it is important to review the contractual provisions that would apply if management decides to go forward with these currently planned excessing events.

The excessing notifications that have been issued fall under the reassignment provisions covered by Article 12.5 and 12.6 in our National Agreement. Article 12.5 sets forth principles that are applicable to all excessing situations. These provisions state that the following should occur: that dislocation and inconvenience to the regular workforce be kept to a minimum; that if a major relocation of employees is planned, the parties must meet at the national level at least 90 days in advance of implementation; that an Area/Regional meeting must also take place as much as six months in advance if possible, where the Union will be advised of the anticipated impact by craft, and of the installations with available vacancies for the employees to be reassigned; that to minimize the impact on the regular workforce, casual mail handlers and MHAs will be separated to the extent possible prior to excessing Full Time Regular career Mail Handlers from the installation; and that the junior full time employee subject to excessing has the option of reverting to part time flexible status, if available in that installation, instead of being reassigned.

The provisions that cover the reduction of the number of employees in an installation other than through attrition are found in Article 12.6C5. Before excessing outside the installation, management must identify the number of excess junior employees in the craft. Those employees who meet the minimum qualifications for vacant assignments in other crafts in the installation will be involuntarily reassigned into those vacant positions which are in the same (equivalent) or lower level. New language in the 2016 contract now allows that prior to resorting to reassignment outside of the installation, any senior employee who has been identified as excess and who meets the minimum qualification standards for the vacant assignment in

other crafts may volunteer to remain in the installation in the other craft in lieu of the junior employees who are identified as excess. The excess employees who are placed in these other craft positions will be returned to the mail handler craft at the first opportunity.

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

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

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

Article 12.2G6 establishes the seniority for any mail handler who is involuntarily reassigned. A mail handler who is involuntarily moved from one installation to another will have their seniority established as the employee’s time in the Mail Handler craft. This would mean that an employee would take their seniority with them and would be merged into the gaining facility seniority list. In some cases, a mail handler could actually gain seniority if they previously had time in mail handler craft in another facility and had lost that seniority by voluntarily transferring.

Employees who have been reassigned also have retreat rights. This means that the employees shall be entitled to be returned to the first vacancy in any level in the craft in the installation from which they were reassigned. Employees are retreated by the seniority that was held in the losing installation. The right to retreat is honored until the employee withdraws or declines to accept an opportunity to return. Under provisions added in the 2011



TERESA HARMON, Manager, CAD

National Agreement, these retreat rights are automatic and a mail handler need not apply for them.

A senior mail handler in the same installation, who is not subject to be excessed, may also volunteer to be reassigned to the gaining facility in lieu of the senior full time employee who was to be involuntarily excessed. This “senior in lieu of” employee would take the seniority of the senior full time employee that he or she would be replacing. The senior employee who accepts the reassignment as a “senior in lieu of” does not have retreat rights back to the installation; nor is the “senior in lieu of” eligible for relocation benefits.

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

To emphasize, the NPMHU at the National, Regional, and Local levels continues to fight to prevent or to minimize these reversions, abolishments, and excessing. At the same time, all mail handlers should be familiar with the rules and their rights governing this potential excessing.

Teresa Harmon
Manager, CAD

THE BEAT OF WASHINGTON D.C.

As we head into the summer recess for the 115th Congress, the chaos continues!

The U.S. House of Representatives passed H.R.1628, the American Health Care Act, on May 4, 2017, with votes only from the Republican majority. This legislation, if enacted, essentially would repeal the American Care Act (ACA), or what is known as ObamaCare. The vote was 217 to 213; all 193 Democrats voted against the bill, as did 20 Republicans.

Passage of this bill by the House, however unpopular, meant that future legislative action would be focused on the Senate. Majority Leader Mitch McConnell (R-KY) put together a team of 13 white, male Senators, who met secretly before disclosing their revised health care bill for everyone to review toward the end of June 2017. The legislation was panned, with less than 20% support among voters surveyed, and little hope to obtain the 50 votes needed for passage in the Senate. At this writing, the Better Care Reconciliation Act of 2017 needs to be rewritten if McConnell hopes to pass it.

The problems with this Senate bill were cogently summarized by the AFL-CIO:

There is something wrong with our system when working people are forced to forego lifesaving treatments in order to put food on the table. Americans want and need health care that allows children to grow into their potential and grandparents to be an active part of family life.

We have taken important—but imperfect steps—toward providing comprehensive, affordable health coverage for all. Today, the share of Americans who are uninsured is at a historical low. That's thanks to the combined impact of workers' health plans, strong Medicare and Medicaid programs, and the Affordable Care Act's protections against unaffordable private health insurance.

Still, too many people do not have health insurance. Medical care and prescription drug prices are too high, which drives up the cost of health insurance and sticks working people and retirees with exorbitant deductibles, co-pays and co-insurance.

Now, Republicans are trying to ram their ill-conceived plans through Congress. If they succeed, millions of working people and retirees will

be stripped of their health benefits, coverage will be far more expensive, workers' health plans will be taxed and federal health care funding will be raided to give huge tax cuts to the very wealthy and corporations.

We will continue to advocate for affordable health care for all Americans and to protect and strengthen the family protection programs that provide vital care to millions of children and seniors.

POSTAL LEGISLATION UPDATE

H.R. 756, the Postal Reform Act of 2017, was passed by voice vote on March 16, 2017 by the House Oversight and Government Reform Committee. It now awaits action from both the Ways and Means and Energy and Commerce Committees in the House, each of which have jurisdiction over certain provisions of the legislation. Once that occurs, the NPMHU hopes to see it scheduled for floor action as soon as possible.

H. Res. 31 was introduced on January 6, 2017 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. Currently it has 190 cosponsors.

H. Res. 28 was introduced on January 5, 2017 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 Postal Service should take all appropriate measures to ensure the continuation of delivery to the door. Currently it has 237 cosponsors.

H. Res. 15, was introduced on January 3, 2017 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 six-day delivery. Currently it has 224 cosponsors.



ROBERT LOSI, Legislative and Political Director

OTHER LEGISLATION

H.R. 1205, to amend the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO), was introduced by Congressman Rodney Davis (R-IL) and Congressman Adam Schiff (D-CA) on February 21, 2017. WEP reduces social security benefits for those retirees receiving a CSRS pension that paid into the system through other employment but with less than 30 years' worth of contributions. GPO diminishes benefits that a federal/postal CSRS retiree might have been eligible through a spouse's contributions into social security. There has been a concerted effort since the 109 Congress to either eliminate or reduce this unjust action. Currently this legislation has 142 cosponsors.

S. 873, the TSP Modernization Act of 2017, was introduced on April 6, 2017, by Senator Rob Portman (R-OH) and Senator Tom Carper (D-DE). It would allow more flexibility for TSP participants when withdrawing their contributions. These changes are similar to what IRA accounts currently enjoy, and this legislation was requested by the Thrift Board which oversees the 458 billion dollar account.

POTENTIAL BUDGET ISSUES

As in the past, The NPMHU has had to deal with another administration that thinks that federal/postal employees are their personal piggy bank when dealing with budget issues. The FY 2018 Trump budget proposals attack our hard earned benefits that were won through many rounds of contract negotiations in past years. Listed below are some of these unjust proposals that,

if enacted, would have a punishing effect on our active and retired members.

- Newly retired FERS retirees would see the elimination of COLA; CSRS retirees would see a 0.5 reduction in future COLA.
- Social Security supplement that bridges a FERS retiree until she/he reaches the age of 62 would be eliminated.
- Future FERS retirees would go from a high-3 to a high-5 system to compute their retirement benefits.
- FERS contributions from employees would be increased by 1 percentage point each

year until employee contributions equal the government's contributions. This would take 5 to 6 years and would result in increased employee payments of about 6% over that period.

LEGISLATIVE CONFERENCE 2017

The NPMHU 2017 Biennial Legislative Conference was held at the Washington Court Hotel in Washington, DC from May 7 through May 10, 2017. Our activists heard from many speakers from the House of Representatives and from the Senate, as well as experts in the legislative field. The activists then visited approximately 158 offices in the House and Senate combined,

where these activists appealed to staffers and members to support postal reform that helps the Postal Service rather than destroying it.

WHAT YOU CAN 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



NPMHU PAC 2016 CONTRIBUTORS

Correction: Please find a list of PAC contributors that were inadvertently omitted from the last issue of the Mail Handler magazine. We apologize for the omissions and thank all of you for contributing to our Political Action Committee.

Local	Name	Giving Level
310	Carlton Stephens	Ambassador
323	Douglas Vitek	Ambassador
302	Anthony Coleman	Ambassador
301	Daniel St. Marie	Ambassador
309	Kenneth Kressler	Ambassador
317	Don Turner	Ambassador
309	Nick Pruchnicki	Leader
297	Bridget Williams	Leader
318	Ira Edelstein	Leader
329	Charles Hill	Leader
301	Timothy Sullivan	Leader
300	Irene Delgado	Leader
300	Louis Ditore	Leader
329	Samuel Hudson	Activist
318	Chris Strang	Activist
301	Suzanne Sylvia	Activist
306	Gerald Banks	Activist
310	Cynthia Smith	Activist
302	Helen Cerda	Activist
311	R Moore	Activist
297	Dennis Joyce	Activist
311	Linda Lewis	Activist
322	William Best	Activist
305	Phillip Johnson	Activist
300	Ricardo Gonzales	Activist
300	Frank Amato	Activist
306	Kurt Anderson	Activist
297	Cheryl Garrett	Activist
303	Kofi Opantiri	Activist
322	Roberta Wanner	Sponsor
325	Don Chapman	Sponsor
328	Larry Karsten	Sponsor
334	William Johnson	Sponsor

Local	Name	Giving Level
313	Idelfonso Rivera	Sponsor
322	Deborah Watson	Sponsor
332	Karl Salzer	Sponsor
333	Michael Brown	Sponsor
NPMHU Guest	Francis Arnold	Sponsor
329	Woodrow Douglas	Sponsor
322	Richard Harris	Sponsor
300	Alex Frazier	Sponsor
322	Richard Chandler	Sponsor
307	Lolita Wallace	Sponsor
301	William Flynn	Sponsor
301	Anthony Couture	Sponsor
302	Melinda Grijalva	Sponsor
317	James Morris	Sponsor
301	John Catterall	Sponsor
300	Michelle Draganigos	Sponsor
309	Rick Frantz	Sponsor
308	William Jablonski	Sponsor
300	Jessie Lewis	Sponsor
329	Pamela Parson	Sponsor
300	Roland Phillips	Sponsor
322	William Potochnik	Member
297	Cecil Brown	Member
305	Eugene Horton	Member
305	Richard Mason	Member
318	Victor Mendez	Member
300	Atika Muhammad	Member
318	Alberto Perez	Member
318	Tom Staniec	Member
301	Christine Couture	Member
301	Kenenth Luciani	Member
300	Gloria Barrios	Member

Local	Name	Giving Level
307	Ursula Patterson	Member
306	Tanisha Ruth	Member
332	John White	Member
305	Felandria Jackson	Member
318	Ed White	Member
NPMHU Guest	Lydia Cardin	Member
329	James Dempsey	Member
323	Elizabeth Dunning	Member
306	Deborah Gibbons	Member
306	Tamara Jackson	Member
306	Yvonne Jones	Member
311	James Lobo	Member
297	Karen Marks	Member
317	Tammie Miller	Member
329	Robert Mitchell	Member
306	Latonya Sheard	Member
310	Tommy Simmons	Member
302	Liberty Velasco	Member
Nat'l	Ponise Dorsey	Member
315	Joe Harms	Member
315	Laurie Harms	Member
NPMHU Guest	Keith Sadler	Member
307	Faye Smith	Member
317	Bryon Wesley	Member
304	Jennifer Young	Member
332	David Gomez	Member
300	Shawn Gordon	Member
334	Paul Jorgensen	Member
322	Lakisha Parks	Member
303	C E Socha	Member
321	Joel Wolter	Member



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 15 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.



The Union Plus Scholarship Difference

Helping NPMHU members and their children attend college

Union Plus Scholarships help NPMHU families with the cost of college

Awards range from \$500 to \$4,000 and are available annually to students attending college, trade or graduate schools.

The Union Plus Scholarship application is now available.

Deadline to apply is January 31, 12pm (noon), Eastern Time

Learn more at
unionplus.org/Scholarship





Don Bailey, retired 333 Member and Monica Marshall; Local 333 Recording Secretary with (centered) Senator Charles E. Grassley (R-IA).



Sen. Edward Markey (D-MA) meeting with Local 301 members to discuss Mail Handler legislation.

THE NPMHU BIENNIAL LEGISLATIVE CONFERENCE

In May 2017, more than one hundred mail handlers from across the country gathered in Washington, DC to participate in the NPMHU's biennial Legislative Conference for the 115th Congress. The two-day conference was filled with significant programs and activities.

The first day of the conference included a full training program, with a host of speakers and panel discussions highlighting both the substance of USPS issues now facing Congress and the methods used by successful lobbyists. National President Paul Hogrogian, National Secretary-Treasurer Tim Dwyer, and Director of Political & Legislative Affairs Bob Losi opened the program by highlighting the importance of the NPMHU's representation on Capitol Hill, noting in particular that year-round legislative and political involvement must be part of the commitment made by all NPMHU activists.

President Hogrogian spoke about the importance of remaining politically active, especially during difficult times. "In this current environment where the Republican Party controls the House, Senate and White House, we must remain vigilant," said Hogrogian. The President spoke about the NPMHU's objections to anti-union legislation that could impede our ability to collect union dues, bargain collectively, and utilize union time when defending mail handlers. He also addressed the importance of securing favorable postal reform legislation. "This is not a new fight," said Hogrogian. "Postal reform was introduced late in the 114th Congress, but we simply ran out of time. The 115th Congress introduced H.R.

756 early in the session, giving stakeholders the necessary time to come to a consensus." H.R. 756 includes several key components including reforms to the retiree health benefits funding methodology, a partial restoration of the recently-expired exigent rate increase, and Medicare Integration for retired FEHBP postal enrollees and annuitants. "It is important for our elected officials to know where the Mail Handlers stand on this legislation," said Hogrogian.

The program also included appearances by Jose Ceballos, Government Affairs Director, National Air Traffic Controllers Association and Dave Hickey, political specialist and Assistant to LiUNA's General President. Ceballos and Hickey joined Bob Losi in panel discussions on the state of politics in 2017, including a review of 2018's key Gubernatorial, House and Senate races.

Other speakers included Amber Talley, Chief of Staff for Congressman Jason Chaffetz (R-UT) and Robert Primus, Chief of Staff for Congressman Michael Capuano (D-MA). Talley and Primus gave a comprehensive presentation on how to lobby on Capitol Hill.

The NPMHU was honored to present several key representatives from other unions with whom the NPMHU coordinates its legislative efforts, including Kori Blalock-Keller and Jim Sauber from the NALC. These trainers conducted panel discussions on current legislative issues and postal finances, and gave suggestions for how such issues could be effectively lobbied by NPMHU representatives.



John (JR) Macon; Local 329 President and Chester Getter; Local 329 Branch President on the move to another meeting on Capitol Hill



Bob Losi; NPMHU National Legislative and Political Director deliver's opening remarks to NPMHU Activists attending the Legislative Conference



Kori Blalock-Keller; NALC Legislative and Political Director discussed a number of legislative issues with the group.



Jose Ceballos; NATCA Government Affairs Director



Mail Handler activists Robert Blum; Assistant to the National President, Paul Hogrogian; National President, Senator Robert Menendez (D-NJ), John Gibson; Eastern Region Vice President and Bob Losi; Legislative and Political Director together for a meeting to discuss Mail Handler issues.



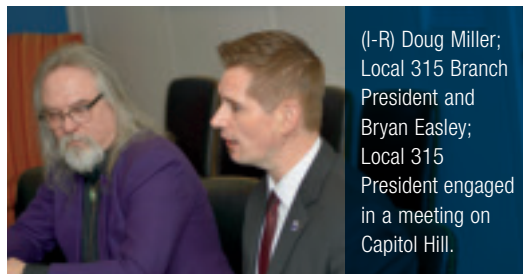
Bob Losi; NPMHU National Legislative and Political Director, Dave Hickey; LIUNA Assistant to the President, and Jose Ceballos; NATCA Government Affairs Director hosted a panel discussion on 2017–2018 Politics



Jim Sauber; NALC Chief of Staff discusses Postal Finance.



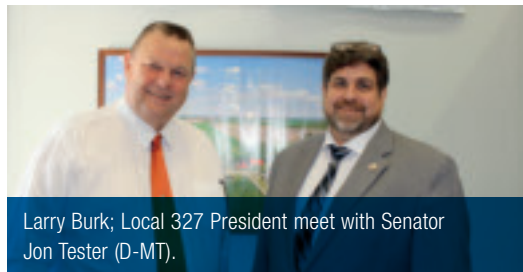
Congressman Elijah E. Cummings (D-MD7) addressed the Legislative Conference on various topics important to Mail Handlers



(I-R) Doug Miller; Local 315 Branch President and Bryan Easley; Local 315 President engaged in a meeting on Capitol Hill.



Senator Angus King (D-ME) with National President Paul Hogrogian.



Larry Burk; Local 327 President meet with Senator Jon Tester (D-MT).



(I-r) Michael Sexton; Local 304 Branch President and Gregory Hill; Local 304 Vice President making the rounds on Capitol Hill.



Sheldon Williams; Local 334 President in a meeting on the Hill with a Senate Staff member.



Members of Local 301 visited the Rhode Island Senate office on Capitol Hill. Pictured (I-r) Tom Ruther; CAD Director Northeastern Region, Senator Jack Reed (D-RI), Bernard Dambach; Local 301 SEBM, and Neil Ryan; Local 301 Treasurer



(L) Shawn Holt; Local 301 SEBM, (C) Senator Angus King (I-ME), and (R) Lisa Holt stood for a photo after meeting to discussing Mail Handler legislation

The conference also heard from a host of experts on the postal issues that currently are being debated in the nation's capital. Among the featured speakers were:

- **Congressman Elijah E. Cummings (D-MD 7th)**, ranking member of the House Oversight & Government Reform Committee, senior member of the House Committee on Transportation and Infrastructure, and co-sponsor of H.R. 756. As the Committee's Ranking Member, Congressman Cummings fights to hold the Presidential Administration to a high standard of excellence and to ensure efficiency and effectiveness in the actions of the government of the United States;
- **Congressman Gerald E. Connolly (D-VA 11th)**, a senior member of the House Committee on Oversight and Government Reform and the Ranking Democrat on the Subcommittee on Government Operations. In this role, Connolly is responsible for shaping government-wide policy for a broad range of issues, including federal workforce and federal agency oversight, regulatory reform, and the U.S. Postal Service, to highlight a few. He also is a co-sponsor of H.R. 756;
- **Senator Angus King (I-ME)**, a member of the Armed Services Committee, the Select Committee on Intelligence, the Committee on Energy and Natural Resources, the Committee on the Budget, and the Committee on Rules and Administration. In his time in the Senate, Senator King has worked to strengthen America's national security, conducted critical oversight of the nation's Intelligence Community, supported common-sense budget priorities that promote prosperity and reduce the national debt, fought to improve access to health care, worked to strengthen the government's support of veterans, and promoted increased access to critical community resources like rural broadband; and
- **Senator Heidi Heitkamp (D-ND)**, a member on the Senate Committee on Homeland Security and Governmental Affairs, Senator Heitkamp also serves as the Ranking Member on the Subcommittee on Regulatory Affairs and Federal Management. Through her work on the Committee, Senator Heitkamp has pushed to provide training and resources for first responders, improve mail delivery and service in rural communities, help recruit and retain a strong federal workforce, and cut red tape to make the federal government more efficient.

The second day of the conference allowed all of the newly-trained mail handlers to meet with Members of Congress and their professional staff. Prior to heading up to the Hill for their scheduled appointments, all conference attendees were inspired by President Hogrogian's message of hope, fortitude, and empowerment. Hogrogian spoke about the Union's collective obligations to

take our fight to Capitol Hill. “In this divisive climate, we must put petty differences aside and focus on the collective good of all mail handlers, all postal employees and the USPS as a whole,” said Hogrogian.

Throughout these meetings, mail handlers expressed their support for H.R. 756, the Postal Service Reform Act of 2017; H.R. 760, the Postal Service Financial Improvement Act; and three House Resolutions, including H. Res. 15, H. Res. 28 and H. Res. 31. The day of direct lobbying ended with a reception, held in the Rayburn House Office Building, at which various Members of Congress and staff members stopped by to discuss issues relevant to the NPMHU and all mail handlers in a more relaxed setting. Not only were NPMHU elected leaders and scores of mail handlers able to share their views on pending issues throughout the day, but relationships forged during the conference will prove helpful during the coming weeks and months as postal issues continue to occupy center stage on the legislative agenda.

Summary of Key Legislation

H.R. 756, the Postal Service Reform Act of 2017

- Establishes separately rated postal plans within the Federal Employees Health Benefits Program (FEHBP) beginning in January 2019;
- Medicare eligible Postal Service retirees and family members are automatically enrolled in Medicare Part A and B;
- Addresses the prefunding schedule established in the Postal Accountability and Enhancement Act of 2006;
- Calculates the Postal Service’s pension costs and liabilities using the salary growth and demographic assumptions that are specific to the Postal Service population instead of the government-wide population, as in current law;
- Modifications to Board of Governors structure;
- Potential changes to centralize business and residential delivery;

- Allows the Postal Service to increase postal rates for market-dominant products by 2.15%, 1 cent, for a First-Class stamp;
- Requires the PRC to complete its full review of the market-dominant rate system by January 1, 2018;
- Authorizes the Postal Service to provide non-postal services to state, local, and tribal governments and other federal agencies;
- Requires the Postal Service to consider additional factors when evaluating whether or not to close a post office: distance to next post office, characteristics of the location, including weather and terrain, and the availability of broadband

H.R.760, the Postal Service Financial Improvement Act of 2017

This bill requires the Department of the Treasury to: (1) invest a specified percentage of the Postal Service Retiree Health Benefits Fund, using one or more qualified professional asset managers, in index funds modeled after those established for Thrift Savings Fund investments; and (2) ensure that the investment replicates the performance of the longest-term target date asset allocation investment fund established by the Federal Retirement Thrift Investment Board.

The bill establishes the Postal Service Retiree Health Benefits Fund Investment Committee, which Treasury shall consult regarding such investments.

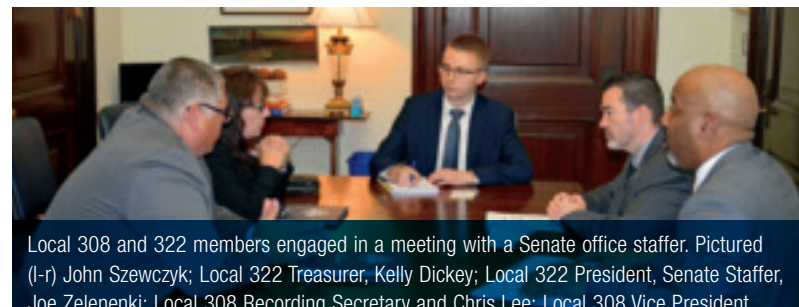
H.Res. 31, Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.

H.Res. 28, Expressing 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.

H.Res. 15, Expressing 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.



(l-r) Leonard Ebio; Vice President Local 316, Senate Staffer, Don Sneesby; Western Region Vice President and Larry Burk; Local 327 President join a Senate staffer to discuss Mail Handler issues.



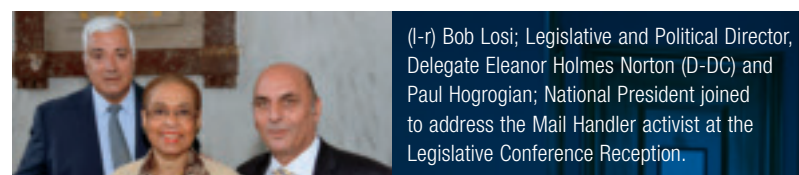
Local 308 and 322 members engaged in a meeting with a Senate office staffer. Pictured (l-r) John Szewczyk; Local 322 Treasurer, Kelly Dickey; Local 322 President, Senate Staffer, Joe Zelenenki; Local 308 Recording Secretary and Chris Lee; Local 308 Vice President.



Senator Tom Carper (D-DE) joined President Paul Hogrogian and Eastern Region Vice President John Gibson along with members from Local 308 for a meeting.



(l-r) Pervous (Andy B.) Badilishamwalimu; Local 310 President, Reginald Riggins; Local 310 Treasurer and Ken Watson; Local 310 Branch President stop for a photo on the way to a meeting on the Hill.



(l-r) Bob Losi; Legislative and Political Director, Delegate Eleanor Holmes Norton (D-DC) and Paul Hogrogian; National President joined to address the Mail Handler activist at the Legislative Conference Reception.

HYDRATE IN SUMMER HEAT

When planning summer activities, it is important to be aware of the temperature and stay hydrated. In situations of high heat and humidity, it is easy to become dehydrated. In extremely hot temperatures, your body may be unable to properly cool itself, leading to serious health problems. If you must go outside, dress properly and take breaks often. Always wear a wide-brimmed hat, lightweight light-colored clothing and supply SPF 30 (or higher) sunscreen before going outdoors. Consider reapplying based on activity, humidity and product recommendations. It is also important to stay hydrated. Drink more water than usual, and don't wait until you're thirsty. If you're looking for something other than water, consider beverages without caffeine, sugar, or alcohol throughout the day.

Prolonged exposure to extreme heat can cause heat exhaustion, heat cramps, heat stroke, and death, as well as exacerbate preexisting chronic conditions, such as various respiratory, cerebral, and cardiovascular diseases. These serious health consequences usually affect more vulnerable populations such as the older adults, infants and children, and those with chronic medical conditions.

Too much heat is not safe for anyone. It is even riskier if you are older or have health problems. It is important to get relief from the heat quickly. If not, you might begin to feel confused or faint. Your heart could become stressed and stop beating.

Being hot for too long can be a problem. It can cause several illnesses, all grouped under the name hyperthermia (hy-per-THER-mee-uh):

- **Heat syncope** is a sudden dizziness that can happen when you are active in hot weather. If you take a heart medication called a beta blocker or are not used to hot weather, you are even more likely to feel faint. Rest in a cool place, put your legs up, and drink water to make the dizzy feeling go away.

- **Heat cramps** are the painful tightening of muscles in your stomach, arms, or legs. Cramps can result from hard work or exercise. Though your body temperature and pulse usually stay normal during heat cramps, your skin may feel moist and cool. Find a way to cool your body down. Rest in the shade or in a cool building. Drink plenty of fluids, but not those with alcohol or caffeine.
- **Heat edema** is a swelling in your ankles and feet when you get hot. Put your legs up to help reduce swelling. If that doesn't work fairly quickly, check with your doctor.
- **Heat exhaustion** is a warning that your body can no longer keep itself cool. You might feel thirsty, dizzy, weak, uncoordinated, and nauseated. You may sweat a lot. Your body temperature may stay normal, but your skin may feel cold and clammy. Some people with heat exhaustion have a rapid pulse. Rest in a cool place and get plenty of fluids. If you don't feel better soon, get medical care. Be careful—heat exhaustion can progress to heat stroke.

Heat Stroke—A Medical Emergency

If you have heat stroke, you need to get medical help right away. Older people living in homes or apartments without air conditioning or fans are at most risk. People who become dehydrated or those with chronic diseases such as diabetes or kidney disorders, can be made worse by heat exposure, and individuals affected by those conditions should be closely monitored in an extreme heat event. Heat stroke is the most serious medical condition caused by extreme heat, requiring emergency treatment. Extreme heat is especially dangerous because people might not recognize their symptoms as signs of a more serious condition. For example, symptoms like sweating or fatigue may just appear to be normal reactions to a hot day. People may be in more danger if they experience symptoms that alter their



MICHAEL J. HORA, Executive Director, MHBP

decision-making, limit their ability to care for themselves, or make them more prone to accidents. Signs of heat stroke are:

- Fainting (possibly the first sign) or becoming unconscious
- A change in behavior—confusion, agitation, staggering, being grouchy, or acting strangely
- Body temperature over 104°F (40°C)
- Dry, flushed skin and a strong, rapid pulse or a slow, weak pulse
- Not sweating even if it is hot
- Throbbing headache
- Dizziness
- Nausea or upset stomach

Protect Others

Check on friends and neighbors at high risk for heat-related illness. Keep an eye on people most likely to become ill from heat:

- Babies and young children
- Older adults
- People who live alone
- People with a disability, disease or mental illness
- Leave your pets plenty of water in a shady area
- Never leave children or pets in a closed parked vehicle

Michael J. Hora
Executive Director, MHBP

Sources: National Institute of Health and Center for Disease Control

The Arthur S. Vallone National Scholarship

VALLONE SCHOLARS — PREPARING TO DO SOME HEAVY LIFTING



ARTHUR S. VALLONE



NOAH GIEBEL

This scholarship program is designed to assist deserving mail handlers and/or their immediate family with the difficult task of financing the cost of higher education or trade school. Each NPMHU region has been granted a total of 3 scholarship awards in the amount of \$1,000. Each Scholarship award is renewable for the recipient for up to 4 years or until the completion of the students' undergraduate degree, whichever occurs first—for a maximum of \$4,000 per recipient.

The National Scholarship began in 2001; the purpose of the scholarship program is to help enrich the lives of mail handler members and their families through the pursuit of higher learning while also assisting financially to ease the burden of student debt. The challenge of obtaining the funds for higher education has become difficult in the recent years; not only has the competition for obtaining funds become difficult but scholarship programs offering financial aid are in such high demand that it's no longer a guarantee even for the brightest of students.

In 2005, following his untimely passing the National Scholarship Program was renamed in honor of Arthur S. Vallone. Arthur had served the NPMHU with honor and distinction for over 25 years; he was a firm believer in the union movement as well as an advocate for mail handlers and all working people. His list of accomplishments and contributions to the NPMHU is lengthy, but it was his true belief in the Union Movement and advocate work that he did for The Mail Handlers Union its members and their families that made him a truly unique and revered leader. The National Postal Mail Handlers Union is proud to continue the tradition of work Brother Vallone left due to his untimely passing.

Each year 15 deserving students are chosen by the two-person scholarship committee. The committees'

job is to read over hundreds of applications and choose 15 of the most deserving applicants to become Vallone Scholars. Each application received consist of the applicant having to: Fill out a questionnaire, request and submit transcripts, submit 2 letters of reference, and complete an essay of no more than 500 words describing the applicant's life experiences, extra-curricular activities.

It is now that we celebrate the achievements and hard work the new 15 Vallone Scholars have accomplished it is their dedication to hard work and keeping their "Eye on the Prize" that can provide the motivation in us all too personally be great. Vallone Scholar from the North-Eastern Region Samantha Watts, daughter of Local 309 James Watts writes; "The possibility of achieving any ambitious childhood dream must be backed up by a strong individual willing to commit to the time and education it demands". Watts who will be studying to become a neurosurgeon also wrote; "The idea of impossible dreams becoming possible by continued efforts will be the factor that continues to drive my own goals throughout college and beyond", Miss Watts clearly has her "Eyes on the Prize". Tyler Lam, son of Local 303 Duc Lam wrote, "This scholarship will help further my education and bring me closer to achieving my career goal. As Mr. Vallone advocated for all working people, I hope to maybe do the same as a politician. Financial support will not only help me, but it will allow my family to have more leniencies in their spending." Congratulations Vallone Scholars!

Applications for the 2018 NPMHU Arthur S. Vallone Scholarship program will be available in late November 2017. For details, you may contact your Local Union or the National Union Headquarters, the application will be available for download on the NPMHU website at www.npmhu.org.



Local 306-C
ALEXA STEMPIHAR



Local 300-NE
ALEXANDRA POISSEROUX



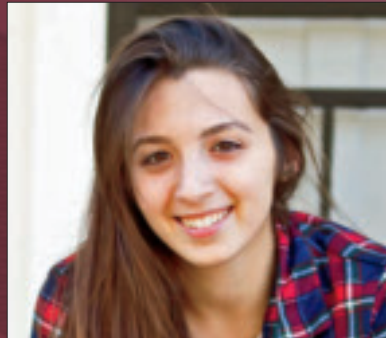
Local 311-S
DIAMOND BENNET



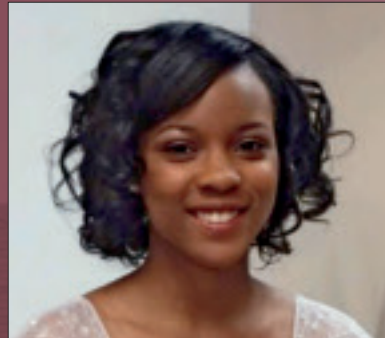
Local 305-E
DONALD SINGLETON



Local 302-W
ERIC CAMPOS



Local 297-C
KELSEY MASON



Local 304-E
MCKENZE MOSS



Local 301-NE
MOLLY DION



Local 304-E
NICOLE CAMPBELL



Local 323-C
RAVEENA MALHOTRA



Local 331-W
RICHARD ROMERO II



Local 310-S
SAMANTHA BURD



Local 309-NE
SAMANTHA WATTS



Local 310-S
SYDNEY BURD



Local 303-W
TYLER LAM

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This is a summary of the features of the Mail Handlers Benefit Plan (MHBP). Before making a final decision, please read the Plan's Federal brochure (RI 71-007 or RI71-016). All benefits are subject to the definitions, limitations, and exclusions set forth in the Federal brochure.

* Dental and vision benefits are underwritten by First Health Life & Insurance Company. These benefits are neither offered nor guaranteed under contract with FEHB, but are made available to all FEHB enrollees and their covered family members. For more information about MHBP plans, please refer to www.mhbp.com.
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MAIL HANDLERS ACROSS THE COUNTRY

LOCAL 321 INSTALLATION OF OFFICERS AND STATE PICNIC



Members of the National Executive board were on hand for the Local 321 Installation of officers, immediately following the installation members gathered together for the Local 321 picnic.

LOCAL 300/NEB MORGAN PDC VISIT



Members of the National Executive Board joined members of Local 300 to tour the Morgan PDC in New York City. Pictured (l-r): Irene Delgado; Branch President Brooklyn, John Gibson; Eastern Region Vice President, Tim Dwyer; National Secretary-Treasurer, Paul Hogrogian; National President, Lawrence Sapp; Southern Region Vice President, Kevin Tabarus; Local 300 President, June Harris; Central Region Vice President, Don Sneesby; Western Region Vice President, David Wilkin; Northeastern Vice President, Yvette Johnson; Local 300 Vice President and Willie Delgado; Local 300 Treasurer.

LOCAL 300 MEETING WITH CONGRESSMAN SUOZZI



Kevin Tabarus (pictured-l); Local 300 President was on hand to meet with Congressman Thomas Suozzi (pictured-r) (D-NY) to discuss various Mail Handler issues during a one on one meeting.

MAIL HANDLERS

LOCAL 297 INSTALLATION



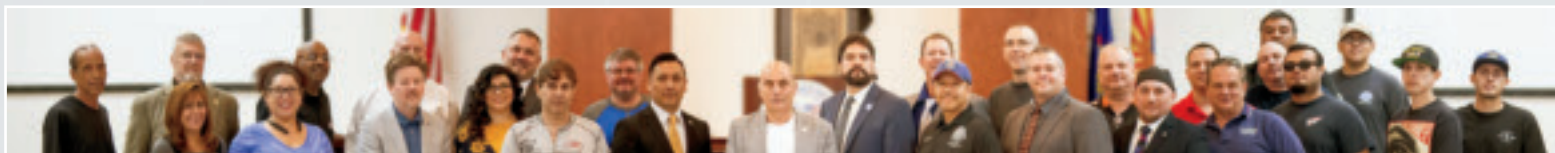
left) National Secretary-Treasurer Tim Dwyer, with Vice President, Central Region June Harris and National President Paul Hogrogian (right) induct Chris Bentley as Local 297 President. Not shown, Vice President and Springfield B.P. Rick Western, Treasurer Pamela Grant, Recording Secretary Karen Marks, Kansas State Member Zach Miller, Missouri State Member Mike Caird, KCMO B.P. Hugh McCleary, KCK B.P. Bridget Williams, Wichita B.P. Brett Miller, Topeka B.P. Fred Green.

LOCAL 304 SHOP STEWARDS TRAINING



Members of the National Executive Board: Lawrence Sapp; Southern Region Vice President and June Harris; Central Region Vice President participated in the well-attended Local 304 Shop Steward Training.

LOCAL 320 UNION MEETING



Several members of the National Executive Board were in attendance at the Local 320 Union Meeting.

LOCAL 304 INSTALLATION OF OFFICERS



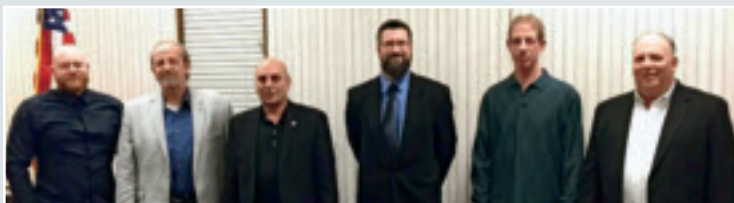
Members of the NEB joined Local 304 for their swearing in ceremony. Pictured (l-r): Gloria Ward; Treasurer Local 304, Beverly Bell; Ohio State Representative, Gregory Hill; Local 304 Vice President, Ron Pitcock; Indiana State Rep., William McLemore III; President Local 304, Paul Hogrogian; National President, Tim Dwyer; National Secretary-Treasurer, Timothy Manning; Local 304 Recording Secretary, John Gibson Eastern Region Vice President, and Rhonda Hinkle-McCoy.

LOCAL 298 INSTALLATION OF OFFICERS



Local 298 completed its installation of officers in attendance were: (l-r) Paul Hogrogian; National President, Jeff Rigby; Lincoln Branch President, June Harris; Central Region Vice President, Justin Kreikemeier; Vice President Local 298, Danielle Russo; Treasurer Local 298, Ada McCarty; SEBM Local 298, Aubrey Foster; President Local 298, and Becky Perkins; Recording Secretary Local 298.

LOCAL 328 INSTALLATION OF OFFICERS



National President Paul Hogrogian was on hand to swear in the new officers of Local 328. Pictured (l-r): Conan Fortunato; Local 328 Vice President, Todd Larson; Local 328 President, Paul Hogrogian; National President, Callan Berkhof; Local 328 Treasurer, Jerry Wicks; Branch President Sioux Falls, and Arlan Smedsrud; Local 328 Recording Secretary.

LOCAL 311 INSTALLATION OF OFFICERS



Several members of the National Executive board were on hand for the Local 311 installation of officers ceremony. Pictured (l-r): Tim Dwyer, Troy Miller, Donnell Cooper, Linda Lewis, Charles Charleston, Dana Davenport, Roxie Olds-Pride, Harry Kimbrough, Otis White, Paul Hogrogian, Lillie Jones, Jason Moss, Johnnie Henry and Byron Bennett, and Lawrence Sapp.

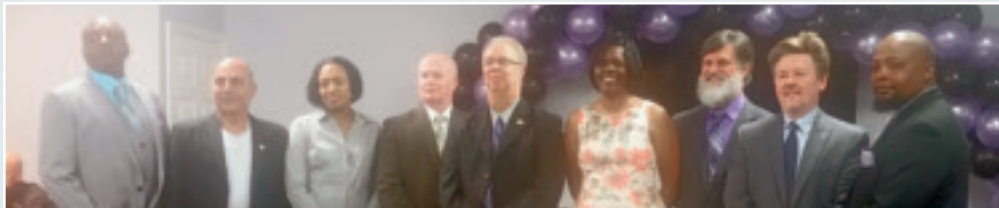
ACROSS THE COUNTRY

LOCAL 306 COUNCIL MEETING



National President Paul Hogrogian joined Central Region Vice President and Local 306 President June Harris for the Local 306 Council meeting. Also receiving attention were several new retirees including outgoing Central Region Vice President Jefferson Peppers III.

LOCAL 334 INSTALLATION OF OFFICERS



Local 334 held its Installation of Officers with members of the National Executive Board. Pictured (l-r): Vernon Deas; Branch President, Paul Hogrogian; National President, Lisa Taylor; Branch President, Tommy McDowell; Local 334 Recording Secretary, Michael Howell; SEBM and Branch President, Barbara Pridgen; Local 334 Treasurer, Kent Holliday; Local 334 Vice President, John Gibson; Eastern Region Vice President, and Sheldon Adams; Local 334 President.

POLITICAL OUTREACH



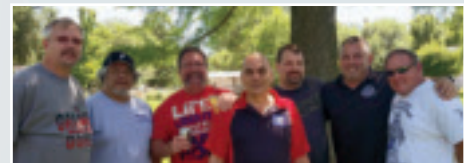
(l-r) Local 300 President Kevin Tabarus, Rep. Josh Gottheimer (NJ5th), and President Paul Hogrogian meet to discuss Postal issues

LOCAL 315 INSTALLATION OF OFFICERS



Members of the National Executive Board were on hand for the Local 315 Installation of Officers ceremony. Also attended by members of the National Executive Board was the Local 315 Union meeting where members from the past and present were on hand.

LOCAL 330 SUMMER PICNIC



(l-r) Chad Holen; steward, Ken Rivas Recording Secretary, Larry Bellizzi; Treasurer, Paul Hogrogian; National President, Bob Griffith; Local President, Don Sneesby; Western Region VP, and John Regis Vice President

