

THE

# MAIL HANDLER

FALL 2018

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

**MAIL HANDLERS  
COME TOGETHER**  
IN PREPARATION FOR  
NATIONAL BARGAINING

**8**

Semi-Annual Meeting of  
Local Unions: Washington DC

**21**

Now is the time to submit  
your bargaining proposals

**32**

Take a look at MHBP  
this Open Season



# Free College



**The Union Plus Free College Benefit** offers working families an accessible, debt-free and convenient higher education opportunity. You, your spouse, children, financial dependents and grandchildren, can all benefit from this exciting program.

Find out more about this and other great Union Plus programs by visiting [unionplus.org](http://unionplus.org).

Learn more at  
[unionplus.org/mortgage](http://unionplus.org/mortgage)





# THE MAIL HANDLER

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

The Mail Handler, ISSN:1098-5689, is published quarterly by the National Postal Mail Handlers Union, 1101 Connecticut Avenue, N.W. Suite 500, Washington, DC 20036. Periodicals postage paid at Washington, D.C. and additional mailing offices.

POSTMASTER: Send address changes to The Mail Handler, 1101 Connecticut Avenue, N.W. Suite 500, Washington, DC 20036. Copyright 2018: National Postal Mail Handlers Union. All rights reserved. Reproduction without permission is prohibited. The Mail Handler is published for the members of our union. For additional copies please send \$2.00 to: National Postal Mail Handlers Union—National Headquarters, 1101 Connecticut Avenue, N.W., Suite 500 Washington, DC 20036, (202) 833-9095.

## CONTENTS

**4 President's Report:  
The Hits Keep Coming**

President Hogrogian reports on current issues facing all mail handlers as the NPMHU prepares for national bargaining.

**8 Semi-Annual Meeting  
of the Local Unions**

**23 Awareness Alert: Your  
Life Could Depend On It!**

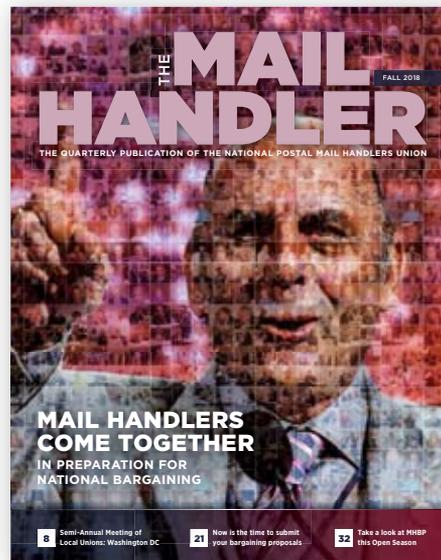
The Women's Committee reports on breast cancer and domestic violence awareness.

**30 Committee  
on the Future Meets  
on Long-Term Issues**

**31 U.S. Mail  
Not For Sale**

Postal employees hold rallies in each congressional district to demonstrate against any effort to privatize the U.S. Postal Service.

**32 MHPB® Support  
Your Union-Sponsored  
Health Plan**



**ON THE COVER:**

President Hogrogian calls on all mail handlers to come together and face these contract negotiations head-on. Now is the time to submit your contract proposals.

THE QUARTERLY PUBLICATION OF THE  
NATIONAL POSTAL MAIL HANDLERS UNION

## THE HITS KEEP COMING WE WILL MEET THE CHALLENGES HEAD-ON

Paul V. Hogrogian, National President



**T**he President's Task Force on the U.S. Postal Service has finished its report and delivered it to the White House by the August 10, 2018 deadline mandated by the Executive Order that created it. The Executive Order charged the Task Force with evaluating the finances of the Postal Service, including pricing, policies, and workforce costs. The Task Force was chaired by the Secretary of the Treasury and also included the Director of the Office of Management and Budget (OMB) and the Director of the Office of Personnel Management (OPM).

Representatives of the NPMHU, including National Secretary-Treasurer Tim Dwyer, National Political and Legislative Director Bob Losi and myself, met with the Task

The NPMHU, along with the other Postal Unions, believes that the most immediate step that must be taken to secure financial relief and sustainability for the USPS would be to address the 2006 Congressional mandate to pre-fund retiree health benefits 75 years in advance – an onerous burden that no other private or public entity is required to carry. There are bi-partisan postal reform bills currently pending in both the Senate and the House that address this issue. For more details on these bills, please see National Political and Legislative Director Bob Losi's report on page 24.

The Task Force has the potential to have a major effect on all postal workers and is a major concern to the

## The Postal Unions must put their differences aside and provide a united front in facing the battles that lie ahead.

Force on May 15, 2018. NPMHU representatives stressed that despite the decline in mail volume, the USPS would have recorded surpluses in four of the past five years if it were not for the retiree health prefunding mandate of the PAEA enacted in 2006.

It has been reported that the White House will not release the Task Force's report until after the mid-term elections. Speculation is that the Task Force will advocate for the privatization of the Postal Service. This will not play well in rural America and could have affected many House races in which the Democrats are attempting to win Republican held seats in their effort to win back control of the House of Representatives.

The delay in the release of the report is also a sign that President Trump is not happy with or does not agree with its findings. The President has been stating that the Postal Service has been losing money on each package delivered for Amazon. The White House's reluctance to release the Task Force's report may be an indication that the President's claims have been proven false.

NPMHU. We will continue to keep all members informed as more developments unfold.

The Trump Administration on June 21, 2018 released its so-called Reform Plan and Reorganization Recommendations which called for the privatization of the Postal Service. This proposal is absolutely ridiculous. The inevitable result of such privatization would be to destroy universal service for every American.

In response to OMB's report, Amazon and the National Retail Federation, the top retail trade group representing retailers including Walmart and Target, joined with other individual retailers and businesses to create the Package Coalition, a lobbying group seeking to educate and give facts about the state of the USPS package business and to oppose the privatization of the Postal Service.

OMB's proposal has already drawn criticism from both Democrats and Republicans in Congress.

The NPMHU will fight all attempts to privatize the Postal Service. We will stand shoulder to shoulder with our sister postal unions in this battle. I recently spoke at the

NALC convention in July and at the APWU convention in August. My message was loud and clear. The Postal Unions must put their differences aside and provide a united front in facing the battles that lie ahead. Given what is happening in our nation's capital, Postal Union unity is more important now than it has ever been before. My message was well received by the delegates at both conventions.

Earlier this year the Trump administration issued three Executive Orders that would have harmed federal employees and their unions. These Executive Orders concern:

- 1. Official Time: severely limiting paid Union time and the use of office space in federal buildings.**
- 2. Collective Bargaining: mandating a Government-wide approach to limit collective bargaining rights.**
- 3. Discipline: making it easier to discipline and fire federal employees by eliminating many of their due process rights.**

These Executive Orders were challenged by several of the federal unions, including the American Federation of Government Employees (AFGE). The NPMHU fully supported our brothers and sisters in the federal unions in their fight against these unjust attacks on their members. U.S. District Court Judge Ketanji Brown Jackson struck down many of the key provisions of these Executive Orders, but the Trump Administration has appealed the ruling.

While these Executive Orders do not directly apply to postal employees, we may feel their effects down the road.

The NPMHU at the National, Regional and Local levels continues to challenge and oppose the unwarranted and uncalled-for staffing changes caused by the Postal Service's implementation of its extremely flawed Function 1 Scheduler. Local Unions have been successfully challenging many of the reversions and abolishments in the grievance procedure and at arbitration.

USPS management had also planned to involuntarily reassign Full-Time Regular Career Mail Handlers out of their current installations. At the high point, the Postal Service had targeted 76 installations in which over 2,200 Mail Handlers would be adversely affected. Our Regional Directors (David Ross, Dan Gonzales, Tom Ruther, Eileen Mills, and Eugene Horton) have done an extraordinary job, in conjunction with Local Union representatives, in minimizing the number of impacted Mail Handlers and in most cases having the impact cancelled in its entirety. Through the efforts of these representatives, all proposed impacts have now been cancelled. I am extremely proud of what our representatives at the National, Regional, Local and Branch levels accomplished in fighting back against the Postal Service's unwarranted attacks on our members.

However, we can not let our guard down as the Postal Service may initiate a new round of staffing changes and impacts at any time.

The NPMHU continues its efforts to insource some of the work that has been subcontracted out. The Postal Service recently agreed to bring the Consolidation/Deconsolidation Facility (CDF) operations back in house to the NDCs. The work will be brought back in phases. Phase 1 and Phase 2 have already been completed. Phase 3 should be completed by this fall. This should increase the Mail Handler staffing at many of the NDCs.

USPS and NPMHU representatives continue to discuss the establishment of a pilot site for returning subcontracted work from the Mail Transport Equipment Service Centers (MTESS) (Empty Equipment) to the Mail Handler craft. The Postal Service is still searching for a site for this project.

The NPMHU continues its preparations for the next round of bargaining. Our National Agreement is set to expire on September 20, 2019. A bargaining strategy session was held during the August SAMLU in Washington, DC. Mail Handler representatives from throughout the country discussed the priorities for these negotiations. The Field Negotiating Committee will meet in Washington, DC in February and negotiations will officially open in June 2019. This is not a particularly opportune time during which to bargain. The Postal Service's financial situation, the political stalemate in Congress, the President's Task Force on the Postal Service, the OMB privatization recommendations, and the continuing uncertainty about Postal Reform legislation lead us to believe that these negotiations will be extremely difficult. However, the NPMHU bargaining team is up to the task at hand and will work tirelessly to achieve a fair contract for all Mail Handlers. The NPMHU will keep the membership informed of the progress of these negotiations.

I remain confident that through the work of our Contract Administration Department and our legal representatives, and through the hard work of our Regional, Local, and Branch representatives, we can successfully meet any and all challenges that lie before us. But we must remain united in the face of the Postal Service's attacks on our jobs.

In these and other endeavors, the continuing support of all Mail Handlers is very much appreciated.

Fraternally,



**Paul V. Hogrogian**  
National President



## WE WANT YOUR IDEAS

Timothy M. Dwyer, National Secretary-Treasurer

**N**egotiations for a new contract with the USPS are right around the corner, and the National Office sent out solicitations for bargaining proposals this past month, in September 2018.

This is a straight-forward notification to our entire membership: if you think there is something in the collective bargaining agreement (affectionately known as the National Agreement) that needs to be changed, then send in a proposal! This is your opportunity to make your voice heard by making a recommendation to improve our contract with the Postal Service. Each and every proposal sent into the NPMHU National Union by any member of our Union will be accepted, reviewed, discussed, analyzed, and fought over by our Field Negotiations Committee. The members of that Committee will either select your proposal or some variant of your proposal as a recommended change to the National Agreement that the NPMHU will attempt to acquire through bargaining, or your proposal will be rejected as something we do not want or perhaps cannot realistically attain. But every one of the proposals submitted by one or more members will get a fair shot.

**This process is called  
“collective bargaining.”  
It is a ‘give and take’ process.**

Before the last round of National negotiations, in 2016, we reviewed hundreds of proposals from our membership and adopted scores of the proposals as the core items to be demanded by the Union in bargaining.

Your Union has sent out proposal forms via our magazine, through notices that should already be posted on your bulletin board, and on the Union website ([www.npmhu.org](http://www.npmhu.org)) where we have forms you can print as well as fillable forms you can use on-line. You can even find a blank submission form on page 22 of this publication.

Here’s how it works. You make a proposal to change the existing language of our contract. You quote the old language and then write your recommended language to replace the old language. For example: let’s say you don’t like the Holiday Scheduling language. Let’s say you think we should get paid “double time” for working the holiday if you are forced to work. You do something like this:

- Go to the NPMHU website (you forgot already? It’s [www.npmhu.org](http://www.npmhu.org))
- Go to the Article, “President Hogrogian Issues Official Call for Bargaining Proposals”
- At the bottom of the Article, open “Bargaining Proposal Fillable Form”

OK, you are just about done and can go back to playing pinochle or watching ‘Dancing with the Fools’ or ‘America has NO Talent’ or whatever other important activity you might really have to get done today.

Now, you are looking at a form with our Union logo that says “National Postal Mail Handlers Union 2019 National Negotiations” at the top.

- First Box: write or type in your Local Union number.
- Next fill out the article to be changed. In my example over Holiday pay, the Article would be “11,” the section would be “4,” the paragraph would be “A,” and the page of the contract would be page “37.”
- Next in the big box, the form says, “change to read as follows.”
- So, first you write the existing language, “A. An employee required to work a holiday other than Christmas shall be paid the base hourly straight time rate for each hour worked up to eight hours.”
- Next, you write how you want the language to read, such as “An employee required to work on a holiday other than Christmas shall be **paid double** the base hourly straight time rate for each hour worked up to eight hours **and triple** the base hourly straight time rate for each additional hour worked that exceeds eight hours.”

Almost done. There's just a few more boxes. So now there's another big box that says "Reason for change" at the top. You write in the box, "Holiday Scheduling in my installation is a joke; they mandate everyone for every holiday. Make this change and let's see how bad they really need people to work."

Now you pop in your name, the date of your submission, and push "print" and you have completed your proposal to change the National Agreement! You may also want to change the next paragraph in Article 11.4 to "up the ante" on Christmas work as well. But that should be another proposal.

Anyway, here's the big part: you mail this proposal to the National Office. You probably know how to mail something and where to bring it (hint: your work location might be an option), so that it eventually gets to Washington, DC.

Let's try another one, staying with Article 11 on Holidays. Let's go right to the beginning of Article 11. Your proposal says, "Article 11, Section 1, Paragraph (none) and page 36."

You want to change the following:

- Current language:  
*"The following ten (10) days shall be considered holidays for full-time...."*
- You want to change as follows:  
*"The following **eleven (11)** days shall be considered holidays for...."*

Maybe we even say that MHAs should get this new Holiday, so that it is an eleventh Holiday for career employees and the seventh for MHAs.

- And the one Holiday you believe should be added is **July 26, 'Ben Franklin Day,' celebrating the day in 1775 that Congress established the United States Post Office as a crucial component of the American communications system.**
- Reason for Change: To honor the creator of the USPS, William Goddard, whose plan was championed by Benjamin Franklin, our first Postmaster General and sixth President of the United States of America, who in the spirit of nepotism and cronyism that is exemplified, entrenched, and embraced each and every day in the modern USPS, had the job as PMG for fifteen months and then handed it off to his son-in-law! (Your NST knows that Ben Franklin was never U.S. President, but wants to make sure you are paying attention.)

OK, I have given you a couple of examples on how to seek a change to existing language of the National Agreement. But what about adding something that is not there? How would you do that? Well my Brothers and Sisters, here is how:

- Go through the same process with a simple exception. You go to the NPMHU website. (You still cannot remember the address of our website? Well, it's [www.npmhu.org](http://www.npmhu.org), and there's a lot of great information on this site!)
- Fill in the box for your Local Union. You want something new, something that's not in our contract. So, you can skip the boxes for "Article", "Section", Paragraph, "page number" and go right to the big box. You type your suggestion in the "Big Box." Maybe you write, "Employees must have at least two years of employment with the USPS to be eligible for a detail assignment as a temporary (204b) supervisor." Under "reason for change," you can explain why an employee should know something about the place they work before they can be placed in charge of Mail Handler craft employees.

But here is the most important thing to remember: this process is called "collective bargaining." It is a 'give and take' process. For everything that the NPMHU, as an organization, seeks in bargaining, the response from the USPS is usually, "What are you going to give us in exchange for this thing you want"? We want more holidays without mandatory work. They want more temporary employees. We want more pay. They want more temporary employees. We want more protections for our duty assignments. They want more temporary employees. Are you seeing a pattern here?

Every "gain" we seek in bargaining is countered by something the USPS sees as a "gain" for them. And if we cannot reach settlement on an agreement, an arbitrator is more than likely going to want the side looking for change to show why the existing language of the agreement is a "problem" that would be fixed by adoption of the new proposed language.

So, when you make your proposal and the box says "reason for change," please describe in as much detail as possible why the change you seek would fix an existing problem.

Collectively speaking, if we all do our part, it is more likely that the NPMHU will succeed in next year's bargaining. So please do your part by sending in and explaining your proposals. We want your ideas.

I remain,  
Fraternally,



**Timothy M. Dwyer**  
National Secretary-Treasurer



# SAMLU



# REPORT

WASHINGTON, DC

**B**eginning on Monday, August 13, 2018, officers and representatives from nearly every NPMHU Local Union gathered in our nation's capital to participate in the latest Semi-Annual Meeting of the Local Unions (SAMLU). Mail Handlers were honored to conduct this SAMLU meeting in the renovated headquarters of our international parent organization, the Laborers' International Union of North America (LIUNA).

LIUNA General President Terry O'Sullivan made introductory remarks welcoming all Mail Handlers to their house of labor at LIUNA headquarters. President O'Sullivan stressed, "This is not my building, this is LIUNA's and the Mail Handler's headquarters and we're darn proud of it and happy to have you here." Terry spoke about LIUNA's opposition to the postal privatization efforts, the expected impact of the recent Supreme Court decision in Janus, and the condition of LIUNA operations in view of increases in construction, highway, energy, and pipeline projects. Turning his focus to politics, O'Sullivan said, "It is time to come together, stay relevant, and seize control of the legislative and political agenda of this country." O'Sullivan committed LIUNA's support to issues facing Mail Handlers and all federal employees. Attendees were inspired, and rightly reacted to General President O'Sullivan with a heartfelt standing ovation.

Next to address the attendees was NPMHU President Paul Hogrogian. During his welcoming remarks, Hogrogian introduced one newly installed Local President and three re-elected Local Presidents, resulting from elections or appointments occurring since the last SAMLU in April 2018. The newly elected Local Presidents include: Local 299 President Deanna (Keala) Parker (Hawaii), Local 324 President Dan Riemann (Oklahoma), Local 325 President Reginald Jones (Mississippi) and Local 329 President



LIUNA General President Terry O'Sullivan welcomed NPMHU SAMLU attendees to their house at LIUNA Headquarters.



NPMHU National President Paul Hogrogian addresses the SAMLU



NPMHU National Secretary-Treasurer Timothy Dwyer delivers the Treasurers report



Asst. to the NST & Executive Director MHBP Michael Hora



Assistant to the National President Robert Blum



NPMHU General Counsel Bruce Lerner



Manager CAD Teresa Harmon with the CAD Report



NPMHU Legislative and Political Director Bob Losi addressed the SAMLU on political involvements, also presented were the 2018 PACKIE winners.



President Hogrogian engaged in a spirited discussion at the SAMLU



Program Manager JDRF International, Emily Boynton spoke on the importance of NPMHU's efforts to Juvenile Diabetes research.



National President Paul Hogrogian was presented with the 2018 Corporate Partner of the Year Award by members of the JDRF staff. Also, on hand was retiring Executive assistant Martha Ring who also coordinated NPMHU JDRF efforts.



Assistant Director, MHBP Nina Galleuresi with an MHBP update



AETNA Director of National Accounts Brad Corban with a report on the Mail Handlers Benefit Plan



National CAD Representative Kevin Fletcher with a report on the FI Scheduler.



AT&T National Union Account Manager Michael Vander Putten with an AT&T update.

John (J.R.) Macon (Tennessee and Arkansas). Brother Hogrogian also congratulated other recently elected and re-elected Local Union officers who were in attendance. Following introductions of the National Executive Board, the Contract Administration Department members, and the National Office staff, Local 305 President Felandria Jackson took the podium and welcomed all attendees to the District of Columbia.

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

The financial information provided by USPS for the third quarter of FY 2018 (April through June 2018) reflects that the Postal Service had a net loss of \$1.5 billion for the quarter and a net loss \$3.4 billion for the first 9 months of FY 2018. Even the net operational loss for the Postal Service was \$900 million for the quarter and \$1.2 billion thus far in FY 2018. The Postal Service showed an overall operating deficit of \$800 million for FY 2017, and projects an even higher operating loss for FY 2018 ending on October 31, 2018.

President Hogrogian reviewed mail volume trends and offered an analysis of each major product line. Most notably, although parcel business is continuing to grow, the rate of growth from year to year continues to decline. Parcel volume was up 7.5% during the most recent quarter, and up 6.5% during the first 9 months of the fiscal year. Nonetheless, the rate of growth is trending downward over the past four years, with the greatest percentile reductions occurring in the past seven quarters. Hogrogian noted that this is due to increased competition and increased efforts by large mailers such as Amazon



to develop their own delivery networks. Amazon recently announced that, to meet increased delivery demands, the company ordered 20,000 vans to manage last-mile delivery logistics, thereby increasing its ability to deliver from an Amazon or suppliers' warehouse to the customer's door.

The more profitable first-class mail product continues to decline every year, hurting the bottom line more than parcels are helping. Losses attributed to first-class letters overshadow and exceed the increases attributed to parcel growth. First-class mail is down 3.6% from last year, resulting in a loss of \$344 million compared to the third quarter of 2017. First-class mail volume is down 3.7% for the fiscal year and is projected to continue declining during the remainder of FY 2018.

Marketing mail volume increased slightly during the quarter, by 0.6%. This is attributed to a busy primary election season. However, marketing mail volume is down 2.3% for the first 9 months of the fiscal year. Total mail volume is down 397 million pieces for the quarter or 1.2% overall. And the USPS projects mail volumes to continue to decline in the foreseeable future, predicting an overall decline in volume of 33% over the next 10 years. "It certainly is possible that these numbers are being inflated due to ongoing and upcoming

bargaining with the four postal unions, but these numbers are still concerning to say the least," said Hogrogian.

President Hogrogian next addressed the rate review and rate case that is currently before the Postal Regulatory Commission (PRC). The current rate system is subject to an annual cap on rate increases equal to the rate of inflation, except for rare exigent rate increases like the one that ended in April 2017.

The PRC has recommended changes to the rate system that would allow the Postal Service to increase rates at Consumer Price Index (CPI) +2% per year, plus another 1% based on meeting certain quality improvements. The Postal Service is aggressively seeking to eliminate the cap altogether and to authorize price increases as necessary, to pay for all expenses, with only an annual review by the PRC in order to monitor the results. The major mailers are obviously opposing the USPS position, as are many charities and non-profits who fear larger rate increases. Some of these customers are using these proceedings to complain about overpaid postal employees, as they often do.

The NPMHU has intervened in support of the Postal Service, as have the other postal unions, and recently filed comments with the PRC. Our position is that the rate cap should be eliminated,



Central Region Vice President and Local 306 President June Harris



Western Region Vice President and Local 316 President Don Sneesby



Eastern Region Vice President and Local 308 President John Gibson



Northeastern Region Vice President and Local 309 President David Wilkin



Southern Region Vice President Lawrence Sapp



or at least greatly softened so that the Postal Service can raise rates in a manner that exceeds the rate of inflation if and when the situation warrants. It appears that the PRC has put its decision on hold pending the release of the report by the President's Task Force on the Postal Service, which originally was due on August 10, 2018.

Speaking of the Presidential Task Force that was created by President Trump's April 10, 2018 Executive Order, President Hogrogian spoke about the newly formed Task Force charged with evaluating the operations and finances of the Postal Service, and directed to address pricing, USPS policies, and workforce costs. The Task Force is chaired by the Secretary of the Treasury, and other members include the Director of the Office of Management and Budget (OMB) and the Director of the Office of Personnel Management (OPM).

Because the task force also must consider the views of the USPS workforce, representatives of the NPMHU – including National Secretary-Treasurer Tim Dwyer, Legislative and Political Director Bob Losi, General Counsel Bruce Lerner, and President Hogrogian were invited to meet with the task force on May 15 of this year. The NPMHU was the first outside stakeholder to meet with the Task Force. The Union stressed the importance of not privatizing the

Postal Service, the need for meaningful postal reform, the need to eliminate the requirement to pre-fund retiree health benefits, and the need for continuing universal service.

The four national postal unions jointly submitted a lengthy report to the Task Force entitled "Making the Postal Service Great Again." The Task Force's findings and report were due on or about August 10th. It has been reported that the Task Force has finished writing its report and has briefed President Trump, but still the report has not been issued. One can only speculate as to the reasons and motive why the report has not been made public. Many expect the report to make some references to the Trump Administration's reorganization plan, which includes a proposal to privatize the Postal Service, and therefore speculate that the report is being withheld until after the November midterm elections.

As noted, on June 21, 2018, the OMB released its so-called "Reform Plan and Reorganization Recommendations" for reorganizing the federal government. Buried deep in the 128-page report is the President's plan to restructure the Postal Service into a sustainable business model and thereby prepare it for future conversion into a privately held corporation. OMB's report also forecasts that the Task Force on the Postal

Service would also advocate for the privatization of the Postal Service.

In response to OMB's report, Amazon and the National Retail Federation, the top retail trade group representing retailers including Walmart and Target, joined with other individual retailers and businesses to create the Package Coalition, a lobbying group seeking to educate the public by disseminating facts about the state of the USPS's package business and to oppose USPS privatization. These are important allies to have if and when the matter of postal privatization goes before Congress. OMB's proposal has already drawn criticism from both Democrats and Republicans in Congress.

President Hogrogian also provided attendees with an update on the status of the USPS Board of Governors. The Board of Governors (BOG) consists of the Postmaster General, the Deputy PMG, and nine other presidentially-appointed governors who are subject to Senate confirmation. Until recently, President Trump failed to appoint any of the nine governors to the 11-member panel. Last October, President Trump nominated three candidates, including David Williams, Robert Duncan, and Calvin Tucker. Williams and Duncan were voted out of Committee and confirmed by the Senate in a recent floor vote, so the BOG now has four total members. Tucker withdrew his nomination, and

the President has now nominated two others for a seat on the Board — Ron Bloom and Ramon Martinez IV. The Board needs at least four new members to have a quorum for meetings. The NPMHU, along with the other postal unions continue to lobby for appropriate BOG nominees.

President Hogrogian next provided an update on the postal network and employee complement with respect to reversions, abolishments, excessing, withholding, and the impact of the Function-1 Scheduler. He noted that the PMG, Megan Brennan, continues to be under extreme pressure from the Congress and PRC to reduce costs and increase efficiencies. In an extreme overreaction to this pressure and to the decline in mail volumes, the Postal Service initiated nationwide complement adjustments threatening to negatively impact thousands of craft employees.

At the high point of planned impacts, 82 installations were to be directly affected, resulting in approximately 2,200 full-time regular mail handlers scheduled for being involuntarily reassigned out of their installation. This resulted in virtually every mail handler residual vacancy being withheld as landing spots for the expected increase in excessed employees. As of today, however, all excessing events have been canceled.

Our Regional Directors have done an extraordinary job, in conjunction with many Local Union representatives, in fighting, challenging, and reversing these job impacts. “I am extremely proud of what our representatives at the National, Regional, Local and Branch levels accomplished in fighting back against the Postal Service’s unwarranted attack on our members,” said Hogrogian.

Management remains steadfast in its intentions to realign the workforce and align employees’ schedules, rest days, and start times with the projected mail arrival profiles. To support the Union’s position and craft appropriate challenges, the NPMHU requested the



CAD Regional Director Northeast Region  
Tom Ruther



National CAD Representative Kevin Fletcher



CAD Regional Director South Region  
Eileen Mills



CAD Regional Director East Region  
Eugene Horton



Manager CAD Teresa Harmon



National CAD Representative Charles Manago



CAD Regional Director & Denver Field Office  
Manager David Ross



CAD Regional Director West Region  
Don Gonzales



underlying data for all F-1 Schedulers. When no information was forthcoming, the NPMHU challenged the Service's failure to provide requested information with the National Labor Relations Board (NLRB). The NLRB investigated and issued a complaint; a settlement recently was reached. In short, all of these reports are being provided to the union and distributed to the Local Presidents as they are made available.

The NPMHU has also filed a National-level grievance challenging the F-1 Scheduler, based specifically at violations of Article 34 of the National Agreement. In particular, we are claiming that the F-1 scheduler is based, at least in part, on improper time and work studies, in violation of Article 34.

Union officials at the Regional, Local, and Branch levels have been challenging the unwarranted start time changes, reversions and abolishments and have filed and continue to file the appropriate grievances; our efforts have been paying off. Many Locals have been successful in the grievance procedure and at arbitration challenging the reversions and abolishments on a bid-by-bid basis. President Hogrogian praised the accomplishments of all representatives, noting the tedious nature of these cases.

President Hogrogian took time to address facility closings and consolidations, noting that the Union previously had assurances that closings and consolidations were on hold pending congressional consideration and enactment of postal reform legislation. Given

the current state of postal finances, the projection of continuing declines in mail volume, the uncertainty of postal reform, and continuing pressure from Congress, the PRC, and major mailers, the PMG said early last year that the closing and consolidations of mail processing facilities have been put back on the table. The National Union has received no further communications concerning any closing or consolidations since the PMG's earlier declaration, however, so the NPMHU will continue to meet with the PMG and voice its opposition to unnecessary closings and consolidations.

President Hogrogian spoke about the recently signed RI-399 settlement and Update MOU. The key points of the MOU include: (1) all pending national disputes are withdrawn, thereby accepting USPS determinations except for the AFCS and the SPSS; (2) craft determination on LCTS, HSTS, LCUS and HSUS will be determined by who was performing the work as of September 1, 2017; (3) the Update MOU confirms that containerization is and will remain mail handler work; (4) implementation of status quo agreement relative to who was



performing the work as of September 1, 2017 (with several exceptions); (5) development of new inventories for all postal facilities employing clerks and mail handlers; (6) withdrawal of all disputes that were pending in the RI-399 process as of September 1, 2017; (7) a relatively large monetary remedy; and (8) changes to RI-399 procedures establishing who and when future grievances can be referred to the dispute resolution process. The attendees also attended a comprehensive training session on the application and administration of the RI399 settlement and Update MOU on day two of the SAMLU.

Turning to national contract bargaining in 2019, President Hogrogian reiterated that preparations for these upcoming negotiations have already begun. A wide-ranging bargaining strategy meeting was held on day three of the SAMLU meeting; debate was energetic and robust. The NPMHU Field Negotiating Committee will meet in February 2019. Given the financial condition of the Postal Service, this round of bargaining promises to be extremely challenging.

President Hogrogian issued the official call for bargaining proposals in the September Update, it is posted on the website at [npmhu.org](http://npmhu.org), and can also be found on page 21 in this publication. Blank proposal forms have been mailed to all Local Unions. If you have any proposals that you would like to have considered for the upcoming round of bargaining, now is the time to submit them



to the National Office. Every proposal submitted will be fully analyzed by the NPMHU's Field Negotiating Committee and the National Negotiations Team while the Union develops its opening bargaining proposals.

Following the President's report, National Secretary-Treasurer Tim Dwyer provided a detailed presentation on a variety of topics, including the NPMHU Unaudited Q2 2018 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 the Union's Associate Dues, Service Charge, and Revenue Sharing Programs. Also announced was the NPMHU's upcoming relocation to the fifth floor at 815 16th Street, NW in Washington, DC, which is the headquarters building owned and operated by the AFL-CIO. An update on upcoming meetings and training sessions also was provided. The attendees also heard a legal report from the General Counsel, focusing on pending lawsuits and NLRB matters. NPMHU Women's Committee Chairperson June Harris presented on issues facing the organization. Also presented was a report from NPMHU Legislative and

Political Director Bob Losi on various legislative and political efforts.

On the second day of the SAMLU meeting, Emily Boynton, Manager of Development for the union's official national charity — the Juvenile Diabetes Research Foundation — gave a short presentation honoring the NPMHU's commitment and dedication to JDRF. Additionally, JDRF representatives and President Hogrogian spoke warmly about the contributions and career of retiring executive secretary Martha Ring. "Martha has been a true asset to the National Postal Mail Handlers Union and will be deeply missed," said President Hogrogian.



Local 323 President Jeff Larsen



Local 304 President William McLemore



Local 315 President Bryan Easley



Local 321 President Errol (Tony) Wilson



Local 322 President Kelly Dickey



Local 329 President John (JR) Macon



Local 310 President  
Andy Badilishamwalimu



Local 334 President Sheldon Adams



NPMHU National Officers, National CAD, Regional CAD Directors & Representatives, Local presidents and Local Union representatives engaged in an RI-399 Training on day 3 of the Semi-Annual Meeting of the Local Unions.



Local 318 President Nick Mosezar



Local 325 President Reginald Jones



Local 299 President Deanna (Keala) Parker



Local 301 President Daniel St. Marie



Local 300 President Kevin Tabarus



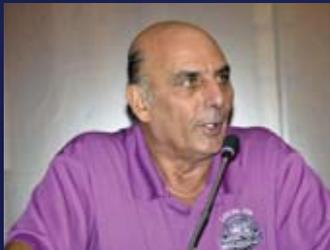
Local 305 President Felandria Jackson



Local 320 President Alex Cervantes



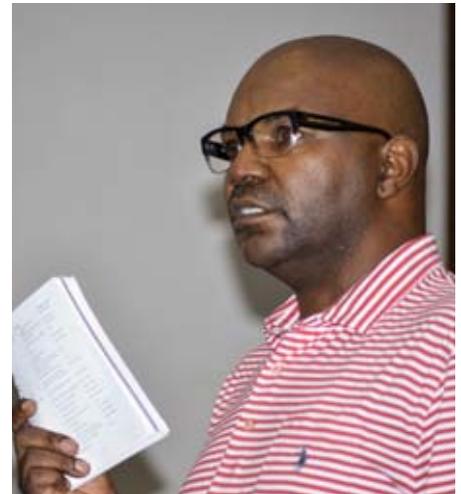
Local 303 President Eddie Cowan



Aetna's Director of National Accounts, Brad Corban, Executive Director MHBP® Michael Hora, and Assistant Director MHBP® Nina Gallaresi tag-teamed presentations offering a comprehensive report on the status of the Mail Handlers Benefit Plan, including its operations, membership, benefits, and marketing. The attendees also were briefed on the upcoming FEHB open season.

CAD Manager Teresa Harmon next provided a full report on the activities of that department since the last meeting of the Local Unions. Sister Harmon's presentation was based on the full CAD Report that was circulated at the meeting and is available, with all referenced attachments, to all NPMHU members at the MAILS link behind the Member Resources tab at [npmhu.org](http://npmhu.org). During the SAMLU meeting, CAD Manager Teresa Harmon spoke specifically to the following topics:

- Mail Handler Workforce: through March 17, 2018, USPS records indicate that 10,346 MHAs



have been converted to career status since October 2013, averaging 180 per month;

- Wages Under the 2016 National Agreement: in April 2018, all Mail Handler Assistants received an hourly wage increase of \$0.20 per hour effective on Saturday, May 26, 2018;
- Holiday Pay for MHAs, still awaiting arbitration;
- Function-1 (F-1) Scheduler and recommended course of action;
- Promotion Pay and National-level grievance;
- RI-399 and Jurisdictional Disputes, RI-399 Update MOU, Secure Destruction Program, Enhanced Package Processing System (EPPS), and Automated Delivery Unit Sorter (ADUS);
- Implementation of Autonomous Guided Vehicles (AGV); and
- Modification of Administrative Fees for Processing Creditor Garnishments.

- National CAD Representative Kevin Fletcher then gave a comprehensive presentation on the activities of the Article 12 Task Force and use of F-1 Scheduler information resulting from the Union's successful NLRB charge against the Postal Service. The second half of day two was dedicated to a comprehensive training session addressing application of the RI-399 Update Memorandum of Understanding.

On day three of the meetings, all attendees participated in an energetic round-table discussion led by President Hogrogian addressing the upcoming national contract negotiations. Attendees presented and debated various proposals that may be considered in the upcoming round of bargaining. Our current National Agreement expires on September 20, 2019. Members are reminded that the official call for bargaining proposals was issued on September 15, 2018. Members are encouraged to submit proposals as



soon as possible, but in no event later than January 18, 2019. Blank submission forms can be found at [npmhu.org](http://npmhu.org).

The SAMLU meeting was well attended and resulted in a wide array of discussion and debate. The next SAMLU meeting is scheduled for April 2019.



## NATIONAL-LEVEL DISPUTES

Teresa Harmon, Manager, CAD

In this issue, I want to give a brief overview on a few of the current cases pending on the arbitration docket at the National level. These cases include:

### SEVERANCE PAY

In January 2017, the Postal Service issued two Step 4 denials in cases concerning the eligibility of mail handlers for severance pay when they are involuntarily reassigned under Article 12 outside of their commuting area. These cases were appealed to National arbitration, as it is the NPMHU position that severance pay should be available to mail handlers who are notified under Article 12 that they are being reassigned or excessed out of their installation and outside of their commuting area if the mail handler decides that he or she cannot accept the new assignment. The Postal Service's position is that severance pay is only available to a bargaining unit employee for a layoff or separation under Article 6 and does not apply under Article 12. The issue was heard in National Arbitration on July 11, 2018 by National Arbitrator Shyam Das. Closing briefs were submitted by the parties on September 5, 2018, and a decision should be issued in due course.

### PROMOTION PAY

Another pending case concerns a change to the promotional pay rules contained in the Employee and Labor Relations Manual (ELM). In April 2017, the Postal Service sent notification that it intended to make changes to the ELM that affected promotion pay under Schedule 2 of the mail handler pay scales, which is the wage scale applicable to career employees hired after February 15, 2013.

Under the old Schedule 1, which still applies to all mail handlers hired prior to February 13, 2013, employees who are promoted to Level 5, usually through the bidding process, have been governed by the rule found in ELM Section 422.323, which means the employee "receives a promotional increase equal to two times the most prevalent step in the former grade." After this amount is added to the mail handler's former base wage, if the amount falls between two steps of the new grade (Level 5), the employee is slotted at the next higher step in the grade and a new step waiting period begins unless the employee is being repromoted.

According to the Postal Service, this long-standing rule has unintended consequences when applied to the new career pay scale (Schedule 2), which covers all career employees hired after the effective date of the 2013 Fishgold Arbitration Award. The step increases in the new pay scale are significantly larger (approximately \$1434 per step, compared to the most prevalent step in the old scale of approximately \$300), and thus a promoted employee receives an increase of almost \$3000. The Postal Service claims that such a pay increase was unintended and therefore is an unwarranted windfall to the employee.

The Postal Service has therefore amended the language for promotions in ELM, Section 422.323(a)(2) to provide the following:

- "The Grade 4 employee receives a promotional increase that brings the salary to the same step in Grade 5. The promoted employee will retain the waiting period step credit that had been earned prior to the promotion in calculating the next step increase date."

In addition, the Postal Service has initiated a "hold in place" rule as follows:

- Employees who were promoted to either Step AA or A will have a one-time additional step waiting period of 52 weeks, minus time in step credit at the time of the most recent promotion. Employees who were promoted to Steps B through O will have a one-time additional step waiting period of 104 weeks, minus time in step credit at the time of the most recent promotion.

The NPMHU position is that the new step placement rule creates changes in wages, hours, or working conditions that must be bargained with the Union and cannot simply be implemented unilaterally under Article 19. This new rule is also not fair, reasonable or equitable and is inconsistent and in conflict with our National Agreement. This case is still pending.

## MHA RETROACTIVE HOLIDAY PAY

This dispute concerns the timing of when the MHA retroactive pay for holidays from the 2016 National Agreement should begin. The Postal Service believes that MHA holiday pay began on the first holiday after the new contract was ratified on February 10, 2017, which would have been Memorial Day 2017. All MHAs have received holiday pay since that time.

The NPMHU position is that, upon ratification, the MHA holiday provisions of the National Agreement became effective retroactively, which would be May 21, 2016. Therefore, current or former MHAs who worked as an MHA on holidays from 2016 through 2017 are entitled to retroactive holiday pay for the following holidays: Memorial Day 2016, Independence Day 2016, Labor Day 2016, Thanksgiving Day 2016, Christmas Day 2016, and New Year's Day 2017. This case is also still pending.

## SAFETY AMBASSADOR PROGRAM

This dispute concerns the Postal Service's roll out of a new program called the Safety Ambassador Program. According

to the Postal Service, the purpose of the program was to create a standardized program based on the existing locally developed Safety Captain Programs. The Safety Ambassador Program is supposed to focus on employee engagement, training, communication, hazard identification/abatement, and accident reduction.

Upon implementation of the program, however, the Union found that selection of the Ambassador in each facility is at the sole discretion of the installation head and is not selected by the Union or with any Union input. The Local Safety and Health Committee established under Article 14 of the National Agreement also is not part of the program, and the program is being implemented in a manner that is interfering with pre-existing safety programs and procedures.

The NPMHU position is that the implementation of this Safety Ambassador Program is a violation of Articles 5, 14, and 19 of the National Agreement. The case is still pending.

If you have any questions about any of these cases or others that are pending, please talk to your union official.

## 2019 NATIONAL NEGOTIATIONS

### \*OFFICIAL CALL FOR BARGAINING PROPOSALS\*

**W**ith preparations underway for negotiations over the terms of the 2019

National Agreement between the NPMHU and the Postal Service, the National Office has issued its official call for bargaining proposals from all members and Local Unions.

To be fully considered prior to the onset of negotiations, proposals must be submitted by January 18, 2019. Although formal bargaining is not scheduled to begin until June, the Union's Field Negotiating Committee will be meeting for a full week in February of 2019 to review all submitted proposals and outline the changes in the National Agreement that should be proposed by the NPMHU.

To be sure, planning for collective bargaining is a continuous process at the National Office, as the National Officers and representatives working in the Contract Administration Department routinely identify and collect proposals for improving the language currently found in the 2016

National Agreement. But an equally important aspect of preparing for bargaining is the collection and review of proposals generated by mail handlers across the country. Thus, National President Paul Hogrogian has issued this official call for bargaining proposals from the membership, the Local Unions, and other subordinate bodies of the NPMHU.

If you have any proposals that you would like to have considered for the upcoming round of bargaining, now is the time to submit them to the National Office. Every proposal submitted will be fully analyzed by the NPMHU's Field Negotiating Committee and the National Negotiations Team while the Union develops its opening bargaining proposals.

All proposals should set forth the Article, Section, Paragraph, and/or Page of the National Agreement that you are suggesting should be changed; the specific language you would like to see added to, or deleted from, the current National Agreement; and

your specific reasons for suggesting the change. If you have supporting evidence or documentation that you believe would support the change that you propose, please submit those materials to the National Office along with your proposals.

The National Office is asking that all proposals be submitted as soon as possible, but in no event later than January 18, 2019. The National Office also has issued a form that can be used to submit proposals. Copies of that form have been mailed to all Local Unions and can be downloaded on the NPMHU website.

Once again, proposals from any member (or group of members) and any Local Unions or other subordinate body should be submitted to the National Office by January 18, 2019 using the following address:

**National Postal Mail Handlers Union  
2019 Negotiations  
1101 Connecticut Avenue, NW, Suite 500  
Washington, DC 20036**



# National Postal Mail Handlers Union

## 2019 National Negotiations

Proposed change to the 2016 National Agreement

Mail submissions to:

Local Union:

National Postal Mail Handlers Union  
2019 Contract Negotiations  
1101 Connecticut Ave, NW, Suite 500  
Washington DC 20036

Article to be changed: Article  Section  Paragraph  Page number

### Proposed change/addition to language

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

Reason for change:

Name:  Date:

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

**Deadline for Submission is January 18, 2019**

## AWARENESS ALERT: YOUR LIFE COULD DEPEND ON IT!

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



**M**uch has transpired since my last article about the NPMHU's Women's Committee.

I had the privilege of attending my first LIUNA Leadership meeting in October of this year. The information distributed during this awesome meeting will prove to be invaluable. It was mind blowing to hear women at the meeting of the LIUNA Women Caucus define harassment as a global issue that transcends gender, race, educational level, and economic status.

Harassment, whether it be physical, verbal, sexual, or cyber bullying IS a health and safety issue. When you think about it, this makes absolute sense. Whenever someone is victimized by any form of harassment, the physical and mental status of the person is affected. No matter where the harassment occurs, safety is of great concern to the recipient of the harassment.

At any place of employment, the USPS included, all employees should be provided with a safe work environment. In Article 14 of our National Agreement, the Postal Service has agreed that all employees have a contractual right to a safe work environment. Yet, when a violation is reported by one or more employees, the investigation into the allegations is too often determined by the status of the alleged offender.

Nor has there been any reference to this growing epidemic of assault, harassment, and bullying in the newly titled Safety Ambassador Program. Yes, there has been an increase in the mailing of information to employees regarding harassment reporting procedures. But enforcement is what is needed most. Maybe we need not only to follow the reporting procedures, but also to complete a PS Form 1767 (Report of Hazard, Unsafe Condition or Practice). When assault, harassment, or bullying is alleged, a safety hazard has been identified that needs the immediate attention of postal management so that the violation can be abated. Let's see how USPS management responds.

October also was the awareness month for two important campaigns: Breast Cancer and Domestic Violence. Anyone who has survived either of these maladies deserves to be applauded. Both can cause serious erosion to the victim and the family involved. Both need our immediate

attention, and the victims need our immediate support. Both Breast Cancer and Domestic Violence are present in epidemic proportions and cannot be ignored with the unrealistic belief that they will just go away. We must become proactive.

Both women and men are being diagnosed with Breast Cancer, although women more often than men. My Brothers, as well as my Sisters, need to schedule a mammogram and do monthly self-exams. Early detection is the key to prevention and survival from this disease. Educate yourself on the signs of breast cancer. Your life or that of a loved one may depend on it.

If you are the victim of Domestic Abuse, help is available. Tell your family, a friend, or law enforcement about the abuse. Ask for help! Your life is at stake. The U.S. Department of Justice estimates that 1.3 million women and 835,000 men are victims of physical violence by a partner every year. The effects of this violence can last a lifetime, and each person heals differently. It is important that discussions about preventing domestic violence do not stop when the month of October ends; efforts to prevent such violence must continue until this violent epidemic is eradicated forever. We all are part of the solution.



Please visit the new NPMHU Women's Committee webpage at [NPMHU.ORG](http://NPMHU.ORG). There, you will find a collection of archived committee reports, contact information for all committee-members and a link to the new NPMHU Women's Committee apparel.

## WASHINGTON UPDATE

Robert Losi, Legislative and Political Director



**A**s the 115th Congress comes to an end in December 2018, we are again dealing with another **Do Nothing Congress**. The 115th Congress will go down as one of the least productive in the last three decades according to the Pew Research Center, which is a nonpartisan, nonprofit, and non-advocacy think tank.

The NPMHU is currently dealing with legislation in both the Senate and the House, a series of Executive Orders issued by President Trump (e.g., the Presidential Task Force on the Postal System) and, if that's not enough, the Office of Management and Budget's recent attack on the Postal Service through a sham report called "Delivering Government Solutions in the 21st Century."

### LEGISLATION

The Postal Reform Act of 2018, H.R. 6076, was passed by unanimous voice vote of the House Oversight and Government Reform Committee on June 12, 2018, and was then referred to both the Ways and Means and Energy and Commerce Committees.

A companion bill, S. 2629, was introduced by Senator Thomas Carper (D-DE), read twice, and placed on Senate Legislative Calendar.

These two bipartisan bills represent the major postal reform legislation that, in general terms, is being supported by the NPMHU.

The NPMHU also has been working on three resolutions since the beginning of the 115th Congress, and each of these continue to gain additional co-sponsors. All three are supported by an actual majority of the House's 435 members.

- **H. Res. 15** would express 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. It now has 258 co-sponsors, representing an actual majority of the House's 435 members.
- **H. Res. 28** would express 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. It now has 247 co-sponsors.

- **H. Res. 31** would express the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012. This resolution now has 230 co-sponsors.

In other resolutions, H. Res. 993 has been introduced by Congressman Stephen Lynch (D-MA). It would express the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization. It currently has 223 co-sponsors, which is several votes more than a majority in the House. Both sides of the aisle believe that this resolution is a priority, making this another bipartisan resolution ready for passage.

On September 18, 2018, Senator Claire McCaskill (D-MO) introduced a resolution similar to H. Res. 993 in the Senate, S. Res. 633. This resolution also states that the Postal Service should remain an independent establishment within the Federal Government. As of early October 2018, it already has 42 co-sponsors in the Senate.

Both resolutions are meant to send a clear message to the White House and the Office of Management and Budget that the way to fix the USPS does not include privatization.

### USPS BOARD OF GOVERNORS

The Senate confirmed both David Williams and Robert Duncan as Governors for the U.S. Postal Service on August 28, 2018. The Board of Governors has not had a congressionally approved member since 2016.

David Williams served in many posts in the federal government, including stops at the Secret Service, the Department of Justice, and the General Accounting Office. He then served as the Inspector General for many agencies, including the Department of the Treasury, the Internal Revenue Service, and the Department of Housing and Urban Development. For the last thirteen years, from 2003 till his retirement in 2016, Williams served as the Inspector General of the Postal Service.

Robert Duncan formerly served on the Board of the Tennessee Valley Authority; he also was past Chairman of the Republican National Committee. He currently serves as the point person for President Trump's Commission on Fellows, and is CEO and Chairman of Inez Deposit Bank in Kentucky.

Since the approval of these two Governors – giving the BOG a total of four members, to include the PMG and the Deputy PMG—President Trump has also announced that he is proposing to the Senate an additional two nominees for the Board. First is Roman Martinez, a former investment banker who also has served on a number of boards and been involved in many Senate and Republican presidential elections. The second nominee is Ron Bloom, well known within the DC beltway as President Obama's guru regarding manufacturing policy, who helped to save the auto industry in 2009. He currently serves as Vice-Chairman at Brookfield Asset Management, and previously worked as an advisor to the United Steelworkers union.

With these nominated BOG members, it is imperative that the Senate moves quickly to research, analyze, and approve these two additional nominees, so that the BOG at least has a quorum with which to operate.

**THE MID-TERM ELECTIONS ON NOVEMBER 6, 2018**

**HOUSE OF REPRESENTATIVES**

When America heads to the polls on November 6, 2018, it will be President Trump's first mid-term election, and if history repeats itself members of the Republican Party could be in

trouble. The average setback for the President's party if his/her job approval rating is below 50% is a loss of 37 seats, and the Democrats in 2018 need only 24 seats to take control of the House of Representatives. President Franklin Roosevelt lost a total of 126 seats in mid-term elections held in 1938 and 1942; President Obama lost 76 seats in his two mid-terms held in 2010 and 2014.

To add to Republican's heartburn this year, over 50 current members of their party have decided not to run for reelection in their current seats; some are running for higher office, but most are retiring.

**SENATE**

The Senate has 33 seats up for reelection this cycle, including 24 Democrats, 2 Independents that caucus with the Democrats, and only 9 Republicans. The current breakdown is 51 Republicans and 49 Democrats, so a net gain of only 2 seats could change the majority in the Senate.

It is a much bigger lift to think the Democrats could take over the Senate in this cycle, however, given that most seats up for grabs already belong to the Democratic Party. But with such an unpopular President, anything is possible this November.

It would be advantageous for the NPMHU and the other postal unions if Congress was split from the White House, with Democrats controlling both Houses or with the Republicans and Democrats each controlling one part of the legislative branch. It is expected that such a split in the Federal Government would help to move our legislation.

# 10<sup>th</sup> Annual PACkie Awards

PACkie awards are accolades of recognition highlighting a Local's commitment to the success of the NPMHU Political Action Committee. *The winners exemplify excellence amongst our NPMHU locals.*



**LOCALS WITH 1-499 MEMBERS**  
(l-r) Legislative and Political Director Bob Losi presents PACkie award to Local 299 President Deanna (Keala) Parker



**LOCALS WITH 500-1499 MEMBERS**  
(l-r) Legislative and Political Director Bob Losi presents PACkie award to Local 333 President Randy Krueger



**LOCALS WITH 1500 OR MORE MEMBERS AND PACKIE AMBASSADOR AWARD**  
(l-r) Legislative and Political Director Bob Losi presents PACkie award to Local 301 President Dan St. Marie



**MOST IMPROVED LOCAL**  
(l-r) Legislative and Political Director Bob Losi presents PACkie award to Local 328 Todd Larson

# 2018 PAC

## INCENTIVE AWARDS



### 2018 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Tumbler
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Hoodie
Ambassador	\$500	PAC Raincoat w/ Weekender bag (2 items)

## 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](http://www.liteblue.usps.gov). Follow the instructions printed on page 27 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



## NOTICE CONCERNING CONTRIBUTIONS:

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

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

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

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

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



(Cut here and return to NPMHU PAC)



## YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

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

Address \_\_\_\_\_ Local \_\_\_\_\_

Employer (if other than USPS) \_\_\_\_\_ Job Title \_\_\_\_\_

Contribution Amount: (Please check one):

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

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

VISA     MASTERCARD    Acct.# \_\_\_\_\_

Signature \_\_\_\_\_ Expiration Date \_\_\_\_\_

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

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

## PostalEASE by TELEPHONE:

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

## PostalEASE on the WEB:

To initiate your bi-weekly PAC contribution on the web, simply go to **[www.liteblue.usps.gov](http://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.



**NATIONAL PRESIDENT HOGROGIAN ADDRESSES THE APWU DELEGATION AT THEIR 2018 CONVENTION**

National President Paul Hogrogian delivered a rousing speech at the APWU Convention. Pictured (I-R) APWU President Mark Dimondstein, NPMHU National President Paul Hogrogian and APWU Secretary-Treasurer Elizabeth Powell.



# NPMHU PRESIDENT PAUL HOGROGIAN

MEETS WITH FELLOW-UNIONS AND PARENT ORGANIZATION

**LIUNA LEADERSHIP CONFERENCE 2018**

NPMHU National President Paul Hogrogian and members of the National Executive Board attended the 2018 LIUNA Leadership Conference. The conference featured a myriad of guests including: Florida Congresswoman Val Demings (D-10th District), Senator Charles Schumer (D-NY) and US Secretary of Labor Alexander Acosta.



Rep. Demings (FL-10) and Southern Region Vice President Lawrence Sapp discuss issues important to postal employees.

NPMHU National President Paul Hogrogian was warmly welcomed and gave a brief report on the state of the National Postal Mail Handlers Union and the challenges we face. In his remarks President Hogrogian touched on topics such as: Bargaining, Postal Reform, and the President's Task Force on The Postal Service. President Hogrogian wrapped up his remarks by commenting on the collective power and support of LIUNA by saying "Though we are facing many challenges, with the support of LIUNA we are up to the not only meeting these challenges but beating them".

**LEGISLATIVE OUTREACH**

President Hogrogian and Rep. Josh Gottheimer (NJ-5) meet to discuss postal legislation and issues affecting mail handlers.



**NATIONAL PRESIDENT HOGROGIAN ADDRESSES THE NALC DELEGATION AT THEIR 2018 CONVENTION**

NPMHU President Paul Hogrogian spoke to over 7000 Letter Carrier delegates at their 71st Biennial National Convention in Detroit, MI. President Hogrogian was met by a charged-up crowd and spoke on the challenges that lay ahead for all postal unions.



# COMMITTEE ON THE FUTURE MEETS ON LONG-TERM ISSUES



**T**he NPMHU's Committee on the Future was originally constituted in 1996, and for more than two decades has engaged in strategic planning over long-term issues that will confront the Union over the coming months and years. The Committee usually focuses on five key issues facing the NPMHU: privatization of the Postal Service; the NPMHU's legislative relations program; USPS automation and other technological changes; financial planning, especially at the Local level; and membership recruitment.

The most recent semi-annual meeting of the Committee, which took place during July 2018 in Buffalo, NY, continued this process. As is often the case, the Committee's focus is determined by current events, so this meeting primarily dealt with the following issues:

A significant focus of the meeting was on the need to recruit greater numbers of Mail Handler Assistants into membership in the Union. All NPMHU Local Unions and representatives need to make special efforts to sign up MHAs immediately upon their hiring, during new employee orientation, and not wait to implement recruitment efforts only upon conversion to career. At this point, the numbers of non-members amongst MHAs is more than two times the rate of such non-membership for career employees. With more than one-third of the Mail Handler bargaining unit now comprised of employees currently serving as an MHA or previously hired into the Postal Service as an MHA, if not corrected these lower numbers could have serious long-term consequences on the future of the NPMHU.

Another important topic discussed by the Committee was the recent threats coming from the Trump Administration

to privatize some of the Postal Service's operations. The White House Task Force is about to issue a series of recommendations, and it is expected to follow the President's suggestion that the Postal Service eventually be privatized. Coming after years of inaction by the Congress on postal reform legislation, and during political gridlock in Washington, DC, perhaps the Task Force recommendations will spur Congressional action in the opposite direction, as a clear, bipartisan majority of the Congress continues to support the Postal Service as a cherished American institution that is necessary to the economic and social well-being of the Nation.

The Committee also discussed, as always, various automation programs that the Postal Service is beginning to develop, purchase, and deploy. Most notably, the Committee discussed recent USPS plans to use Automated Guided Vehicles (AGV), also known as driverless forklifts, in various mail processing plants around the country. Still unclear is whether these AGVs actually will lower costs, whether these AGVs will adequately or competently perform their tasks, and whether these AVGs will replace employees or simply change the tasks of the remaining employees.

Finally, the Committee engaged in lengthy discussions about how best to implement the recently signed Update MOU relating to RI-399. NPMHU representatives on the Local, Regional, and National Dispute Resolution Committees have a lot of work to do in the upcoming weeks to ensure that the full benefits of the Update MOU are experienced by Mail Handlers across the country.





# OPEN SEASON OPPORTUNITIES

## OUR VALUES, OUR UNION, OUR HEALTH PLAN

Michael J. Hora, Executive Director, MHBP

**M**HBP is proudly sponsored by the National Postal Mail Handlers Union (NPMHU). For over 50 years, MHBP has served postal employees and annuitants, offering comprehensive benefits at affordable rates.

Our goal is to provide a health plan experience that enables you to achieve your best health. Our plans are designed to give you choices. We offer three medical plans to allow you to select the plan that is right for you and your family. Each plan option offers the following: a large, national provider network; the ability to choose between using in- and out-of-network benefits; multi-tier pharmacy benefits; no cost sharing for in-network preventive care; and exceptional customer service. You can relax knowing that MHBP has you covered.

Each year, we evaluate all aspects of the plan, with one goal in mind: offering quality health insurance at an affordable price. We have many exciting enhancements to our plan options for the 2019 benefit year. Some highlights include:

- Addition of LabCorp, another national laboratory network in addition to Quest Diagnostics
- Addition of Diabetes Care Program
- Addition of Health Pregnancy Program
- Increase in Consumer Option HSA annual contribution for Self to \$1200, and for Self Plus One and Self and Family to \$2400

### OPEN SEASON CHANGES

Federal Health Benefits Open Season provides an opportunity for career mail handlers to make any necessary changes to their health insurance coverage through the Federal Employees Health Benefits Program (FEHBP). During this open season, employees may make any one, or a combination of the following changes to their health insurance: enroll if not enrolled; cancel enrollment; or select and change to one of the following options: Self only, Self and Family, or Self Plus One. All of these open season changes may be made using PostalEASE, which may be accessed online at <https://liteblue.usps.gov> or by calling 1-877-477-3273, option 1. Open Season begins on Monday, November 12, 2018 and ends on Monday, December 10, 2018 at 11:59 PM Eastern Standard Time.

### MHBP PLAN OPTIONS

**Standard Option.** Our most comprehensive plan at a surprisingly affordable price, which provides you with low out-of-pocket costs. With copays for most services, the MHBP Standard Option will help make your out-of-pocket expenses more predictable. Standard Option's In-Network Benefits Have You Covered. Highlights of the benefits include:

- 100% coverage for routine services when you use a doctor that's part of our network, with No Deductible
- Annual routine physical exam (age 18 and over) and immunizations
- Covered wellness screenings such as mammograms and cholesterol test
- Well-child care visits and immunizations
- Complete maternity care—including inpatient hospital care, pre- and postnatal care and anesthesia
- You pay nothing for covered lab tests with the Lab Savings Program through Quest Diagnostics and LabCorp

Predictability for the not-so-routine services:

- \$20 adult primary care doctor's office visit copay (\$10 for dependent children under age 22)
- \$30 specialist visit copay
- \$5 convenient care center visit copay
- \$5 copay for generic medications from network retail pharmacies
- \$20 copay for chiropractic visits (up to the 26-visit maximum, includes chiropractic and alternative therapies combined)

Comprehensive coverage when you need it most. You pay:

- \$200 copay per inpatient hospital admission and 10% of Plan allowance for ancillary services
- 10% of Plan allowance for surgical procedures\*
- 10% of Plan Allowance for Lab, X-ray and other Diagnostic tests\*

\*Calendar year deductible applies.

**Consumer Option.** Our Consumer Option is a High-Deductible Health Plan (HDHP) with a Health Savings Account (HSA) that gives you traditional coverage and helps you build savings for future medical costs.

If you like being in control and can pay for your health care until your deductible is met, MHBP Consumer Option is just what you've been looking for. Your preventive care is covered at 100 percent. Plus, we contribute up to \$2,400 tax-free to your Health Savings Account (HSA). You own your HSA and can use those funds for covered care or save for future needs.

MHBP Consumer Option's In-Network Benefits Are Just What You Need when you use a doctor in our network. Highlights of the benefits include:

Preventive care benefits with No Copayment and No Deductible (Non-Network benefits are not available)

- 100% for one annual routine physical exam (adults, age 18 and over)
- 100% for well-child care visits
- 100% for covered wellness screenings such as mammograms, cholesterol tests and more
- 100% for covered immunizations, including flu shots

After you meet your deductible, you pay only low copayments—or Nothing—for your covered care

- \$15 doctor's office visit copay—primary care or specialist
- \$5 convenient care center visit copay
- \$10 for generic medications from network retail pharmacies
- \$75 per day, limited to \$750 per admission, for inpatient hospitalization
- Nothing for maternity care

And Consumer Option comes with a tax-advantaged Health Savings Account (HSA).

We contribute up to \$2,400 per year for Self Plus One or Self and Family coverage (\$1200 for Self Only) to use for qualified medical expenses. The money is yours to spend or save.

You own your HSA. We'll help you open the account, which doesn't cost you anything, and we'll make monthly deposits. You can make deposits too. All deposits are federal tax-free, up to IRS defined limits.

A debit card that gives you easy access to your HSA funds. Use it when you need to pay for qualified medical expenses.

Rollover HSA funds from year to year—there is no “use it or lose it” rule. Any unused funds in your HSA roll over from year to year, so you can use them to pay for future health care expenses.

**Value Plan.** Our most affordable plan that provides you with valuable protection against an unforeseen illness of event. Looking for preventive care and the occasional visit to the doctor's office, but still need protection from major

expenses at an affordable premium? Then the MHBP Value Plan is the right fit for you. Doctor visits, prescription drugs and unexpected trips to the emergency room or Urgent Care Center are all covered.

MHBP Value Plan's In-Network Benefits Are Just What You Need. Highlights of the benefits include:

- You get 100% coverage, with no deductible, for...
- Annual physical exam, screenings and immunizations
- Women's Preventive Care
- Primary care doctor visits (after a \$30 copay, or \$10 copay for dependents through age 21)
- Convenient care clinic visits (after a \$15 copay, or \$5 copay for dependents through age 21)
- Maternity care
- Well child care and immunizations
- Lab tests when you use our Lab Savings Program through Quest Diagnostics and LabCorp

And there's more...

- Benefits for alternative care, such as chiropractic and acupuncture, up to 26 visits per year
- Coverage for specialist visits, hospitalization, emergency treatment and more
- Generic prescriptions at a network pharmacy—just a \$10 copay and no deductible.

## PLANNING FOR THE FUTURE

It's never too early to start thinking about retirement planning and your health care insurance needs. When you become eligible for Medicare, MHBP's Standard and Consumer Options will coordinate benefits with Medicare. All you have to do is enroll in Medicare and leave the rest to us.

MHBP knows that Medicare benefits alone may not meet your total health care needs or expenses. That's why our Standard Option is the perfect choice when you have Original Medicare (Parts A and B) as your primary coverage. Experience greater savings, comprehensive benefits and no claim filing hassles.

## WHICH PLAN IS RIGHT FOR YOU?

Take a good look at MHBP, your union sponsored health plan. We have a large, nationwide provider network. We feature great MHBP service for which our Plan has been known. Rates are impressively low. And you don't have to compromise on valuable benefits. You can review information about all three MHBP plan options for 2019 by visiting MHBP.com. Please read the official Plan brochures for Standard and Value Plan (RI 71-007) and Consumer Option (RI 71-016). Just click on the *Medical Plans* tab. Or, for help with any questions you may have, call MHBP: 1-800-410-7778, 24/7 except major holidays.

# Works for me



## *Support your Union-sponsored health plan*

MHBP offers three worldwide health plans designed to fit every need and budget. Regardless of your stage in life, location or health status, there's an MHBP plan for you. You can count on:

- Nationwide network of doctors and hospitals backed by Aetna
- No specialist referrals or PCP selection required — you direct your care
- Wellness tools and rewards to help keep you healthy
- 24/7 customer service (except major holidays)

Call us at **800-410-7778** or visit **MHBP.com**  
and find out more about our plans with  
**live chat** or schedule a **one-on-one phone consultation**.



## MHBP Standard Option

### Comprehensive coverage at a surprisingly low cost

MHBP Standard Option is the new standard for federal health benefits. You'll get comprehensive benefits and predictable out-of-pocket expenses for a much lower cost than you'd expect.

**Compare** MHBP Standard Option to other standard and even high-option plans. See how much you can save.

## MHBP Value Plan

### Preventive care and catastrophic coverage at an affordable cost

Our Value Plan safeguards you against the high cost of an unforeseen illness or event. Plus, you pay nothing for preventive care, such as your annual physical exam, routine screenings, immunizations, women's preventive care and well-child care.

## MHBP Consumer Option

### A high-deductible plan with an HSA

Like being in control of your health care? Our Consumer Option is a great choice for you. The Plan will deposit up to \$2,400 per year into an HSA for you to spend on your care or save. And preventive care is paid at 100 percent!

*Find the plan that fits you and save.*

### Postal Category 1

Biweekly Premium  
(NPMHU)

Standard Option	
Self	<b>\$63.87</b>
Self+1	<b>\$147.02</b>
Family	<b>\$148.44</b>
Value Option	
Self	<b>\$52.86</b>
Self+1	<b>\$125.24</b>
Family	<b>\$127.74</b>
Consumer Option	
Self	<b>\$62.26</b>
Self+1	<b>\$137.77</b>
Family	<b>\$144.66</b>

**It's Open Season, so now is the time to make changes to your Union-sponsored health plan.**



# NATIONAL POSTAL MAIL HANDLERS UNION

A DIVISION OF LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

DECEMBER 31, 2017 AND 2016

## ASSETS

	2017	2016
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	\$680,960	\$800,313
Accounts receivable—local unions	59,200	32,078
Accounts receivable—other	2,069,545	1,887,069
Tax refunds receivable	1,411,787	1,351,449
Interest receivable	48,782	61,740
Loans to local unions	50,000	25,000
Prepaid expenses	239,931	216,609
	<u>4,560,205</u>	<u>4,374,258</u>
<b>LONG-TERM RECEIVABLES</b>		
Loans to local unions	66,318	140,110
<b>INVESTMENTS</b>		
Marketable securities—at fair value	18,862,283	21,288,026
<b>FIXED ASSETS</b>		
Furniture, fixtures and equipment	2,055,850	1,958,613
Automobiles	—	49,822
Leasehold improvements	291,600	291,600
	<u>2,347,450</u>	<u>2,300,035</u>
Accumulated depreciation and amortization	(1,578,962)	(1,500,718)
	<u>768,488</u>	<u>799,317</u>
<b>OTHER ASSETS</b>		
Inventory of promotional items	17,747	23,448
Deposits	101,227	209,447
	<u>118,974</u>	<u>232,895</u>
<b>TOTAL ASSETS</b>	<u>\$24,376,268</u>	<u>\$26,834,606</u>

## LIABILITIES AND NET ASSETS

	2017	2016
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued expenses	\$2,579,312	\$3,218,402
Dues collected for local unions	654,508	561,746
Deferred dues revenue	239,675	216,227
Deferred rent abatement	113,274	113,621
	<u>3,586,769</u>	<u>4,109,996</u>
<b>LONG-TERM LIABILITIES</b>		
Deferred rent abatement	67,868	181,142
Security deposit—sublease	9,377	9,377
Net unfunded pension liability	1,558,853	1,517,452
	<u>1,636,098</u>	<u>1,707,971</u>
<b>TOTAL LIABILITIES</b>	<u>5,222,867</u>	<u>5,817,967</u>
<b>UNRESTRICTED NET ASSETS</b>	<u>19,153,401</u>	<u>21,016,639</u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<u>\$24,376,268</u>	<u>\$26,834,606</u>

## STATEMENTS OF ACTIVITIES

	2017	2016
<b>REVENUE</b>		
Per capita assessments		
Member per capita	\$7,096,374	\$6,743,898
Associate per capita	1,014,077	1,053,132
	<u>8,110,451</u>	<u>7,797,030</u>
<b>MHBP service fee</b>	5,624,220	5,614,332
Investment income	416,347	325,494
National Billing Program	186,578	154,162
Royalties	565,287	602,678
Rental income	166,825	138,296
Sale of promotional items	19,539	17,554
Miscellaneous	87,803	24,161
	<u>15,177,050</u>	<u>14,673,707</u>
<b>EXPENSES</b>		
Per capita taxes	2,591,229	2,549,818
Salaries and wages	3,599,176	3,696,855
Payroll taxes and employee benefits	2,336,628	2,308,133
Revenue Sharing Program	2,078,012	2,074,312
Income and property taxes	1,511,191	1,630,724
Automobile and housing	132,240	138,498
Bank charges	50,277	52,157
Charitable contributions	114,192	106,843
Computer services	57,613	64,434
Conferences	—	39,127
Convention	267	2,286,956
Depreciation and amortization	224,204	95,470
Election	—	116,043
Insurance and bonding	32,223	43,674
Leased equipment	35,293	35,251
Meetings and conferences	554,121	452,203
Miscellaneous	75,617	111,138
Office supplies and postage	353,724	209,882
Printing and publications	716,311	583,117
Professional fees	819,616	1,094,565
Promotional items	16,912	28,027
Rent	885,895	795,508
Repairs and maintenance	60,574	42,633
Scholarships	54,000	48,000
Telephone	83,682	101,136
Travel and lodging	434,307	509,952
	<u>16,817,304</u>	<u>19,214,456</u>
<b>DEFICIENCY OF REVENUE OVER EXPENSES</b>	(1,640,254)	(4,540,749)
Pension-related changes other than net periodic pension cost	(222,984)	(630,599)
<b>DECREASE IN NET ASSETS UNRESTRICTED NET ASSETS AT BEGINNING OF YEAR</b>	<u>(1,863,238)</u>	<u>(5,171,348)</u>
<b>UNRESTRICTED NET ASSETS AT END OF YEAR</b>	<u>\$19,153,401</u>	<u>\$21,016,639</u>

# MAIL HANDLERS

## ACROSS THE COUNTRY



### LOCAL 300 LABOR DAY PARADE

**A)** Local 300 Labor Day Parade – National President Paul Hogrogian joined and marched with members of his home local to celebrate the Labor Day Holiday downtown New York. **B)** Along the parade route Congresswoman Carolyn Maloney joined the members of Local 300 for a photo.



### LOCAL 301 MAIL HANDLER RETIREMENT

Local 301 President Dan St. Marie along with Local 301 officers and members gathered to celebrate the retirement of Sister Sharlene Labore. Sister Labore served as a Shop Steward for Local 301, Branch 237, Manchester, NH for 20 years.



### LOCAL 301 ARBITRATION ADVOCACY TRAINING

left to right: Tom Dunn (Steward Nashua NH), Dave Wilkin (NE Region VP), Justin Morgado (Steward Providence RI), Phillip Alvarado (Branch President N. Reading MA), Tom Ruther (NE Region Director), Dan St. Marie (President Local 301), Scott Lasell (VT SEBM), John Gibson (National Trainer), Neil Ryan (Treasurer Local 301).

### LOCAL 302 FACILITY TOURS

National President Paul Hogrogian, Vice President Western Region & Local 316 President Don Sneesby and Local 302 President Tony Coleman toured several facilities in California.

# MAIL HANDLERS ACROSS THE COUNTRY



## QWL COORDINATORS TRAINING

Mail Handlers gathered at the William F. Bolger Academy in Potomac, Maryland to take part in the Quality of Work Life Coordinators Training. This training was a joint effort of the NPMHU & the USPS. The training was given by NPMHU QWL Field Coordinator Anthony Franklin and USPS QWL National Coordinator Linda Thomas.

The training covered many subjects, and group presentations were given. These included Quality Circle Guidelines, Group Effectiveness, Intervention Skills and Teambuilding.

The Mail Handlers who attended the Training were, Kimberly Davis-Cincinnati P & DC, Helen Cerda-San Francisco P & DC, Sonja Miller-Oakland P & DC, David Hyde-Sacramento P & DC, Markeia Prepetit-Grand Rapids P & DC, Maurice Gray-South Suburban Illinois P & DC, Johnny Santos- Miami P & DC, Tandra Harris-San Diego P & DC and Robyn Spencer-Dayton- P & DC. The training was also attended and observed by NPMHU QWL National Coordinator Robert "Bobby" Blum.



A



B

## LOCAL 306 SOUTH SUBURBAN P&DC 12TH QWL DAYS

**A)** Vice President Central Region and Local 306 President June Harris along with Mail Handlers from Local 306 participated in the heavily attended South Suburban P&DC NPMHU/USPS QWL event where a video titled "Safety Is Our Obligation" was recorded and viewed. **B)** Local 306 Mail Handlers participate in a safety discussion for QWL Days.



### LOCAL 302 SHOP STEWARD TRAINING

Vice President Eastern Region, Local 308 President & National Trainer John Gibson and Vice President Southern Region & National Trainer Lawrence Sapp along with Local 302 President Tony Coleman conducted a Shop Steward Training for new Stewards.



### LOCAL 311 ARBITRATION TRAINING

Local 311 President Charles Charleston and members of Local 311 welcomed Vice President Eastern Region and Local 308 President John Gibson, Vice President Southern Region Lawrence Sapp and Regional Director Southern Region Eileen Mills to their Arbitration Training.

### LOCAL 322 LABOR DAY PARADE

Local 322 President Kelly Dickey along with her daughter & niece marched in the Pittsburgh Labor Day Parade.



### LOCAL 320 SWEARING IN CEREMONY

NPMHU Local 320 held their swearing in ceremony for newly elected officers. Pictured (l-r) Local 320 President Alex Cervantes, Local 320 Recording Secretary Adrian Alvarez, Local 320 Treasurer Arturo Agular and Local 320 Vice President & Phoenix Branch President Shawn Garey.



I'll take it

## MHBP Standard Option

Looking for comprehensive benefits at a low cost? With the Standard Option, you'll get:

- Your choice of doctors and hospitals from our nationwide network
- Predictable copays for most services
- 100% coverage for routine care, like your annual physical exam, when you use a doctor in our network
- Complete maternity care — including inpatient hospital care, prenatal and postnatal care

### **Make the MHBP Standard Option your plan.**

Compare MHBP Standard Option to other standard and even high-option plans. Then, just sign up the next time you have an enrollment opportunity.

Plus, with MHBP, you can count on:

- Superior customer service available 24/7 (except major holidays)
- No specialist referrals or PCP selection required — you direct your care
- Wellness tools and rewards to help keep you healthy
- Around the clock nurse support

Call us at **800-410-7778** or visit **MHBP.com** and find out more about our plans with **live chat** or schedule a **one-on-one phone consultation**.

**Open to Everyone**

**MHBP**<sup>SM</sup>

Brought to you by Aetna

