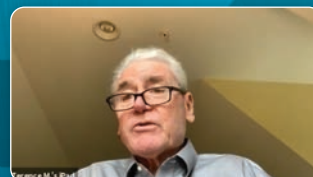


THE MAIL HANDLER

FALL 2020

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION



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Liuna general president Terry O'Sullivan administers oath of office to NPMHU Executive Board.

THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

THE COVID CRISIS IS FAR FROM OVER

Paul V. Hogrogian, National President



Dear Members: The COVID-19 pandemic continues to have a devastating effect on the Postal Service and all postal employees. Mail Handlers and postal workers from around the country continue to courageously perform essential federal service under the extraordinary circumstances created by the COVID-19 pandemic.

When I reported to you on September 1, 2020, there were 1,695 postal workers who had tested positive and another 481 employees who had been presumed to be positive for a total of 2,176 infected employees. The number of postal employees in quarantine was 3,513. Since then, there has been a major spike in these COVID numbers. As of today, the numbers reflect that approximately 8,600 postal employees are infected, with another 7,700 in quarantine. This represents an increase of 186% over this 2-month period. These numbers are comparable and even higher than those we have experienced during any previous time during this pandemic. The number of COVID-related deaths of postal employees is at least 110.

Although a vaccine should be available sometime next year, the COVID crisis is far from over. We cannot allow ourselves to be lulled into a false sense of security. We must remain vigilant and continue to protect ourselves and our co-workers. We must continue to follow the protocols put in place, especially those concerning social distancing and the wearing of face coverings and masks.

Please contact your Union representatives if your facility is not following any of these protocols (Face Coverings, Supplies, Social Distancing, Stand-Up Talks, Cleanings, etc.).

NPMHU representatives at the National, Regional and Local levels continue to meet on a regular basis with their counterparts in postal management to discuss the Postal Service's response to the outbreak of the virus and to ensure that the proper protocols are in place during ever-changing circumstances. The NPMHU, as well as the APWU, NALC, and NRLCA, continue to have discussions with senior Postal Management to implement a "temperature taking" process in postal installations. Details such as procedures when an employee exceeds that threshold, return to work protocols, and privacy concerns are still being finalized. Discussions are also taking place regarding which installations will implement "temperature taking" procedures. Finalizing these details has become more complicated than expected but we anticipate reaching an agreement in the near future.

Discussions with the Postal Service are also taking place regarding making COVID-19 testing available for postal employees at postal facilities. The NPMHU believes that this would be a positive step in ensuring that Mail Handlers and all postal workers are protected from the COVID-19 pandemic. More details will be provided as these discussions progress.

The NPMHU is also demanding that Mail Handlers and all postal workers

be given priority access to the vaccine once it becomes available. Mail Handlers have been designated as employees providing essential services of the federal government. Mail Handlers have been heroically reporting to work every day, putting their own health at risk, to perform these essential federal services. Fairness dictates that Mail Handlers, as essential workers, be protected and be given such priority access to the vaccine.

The NPMHU reached agreement with the Postal Service to further extend the following Memoranda of Understanding (MOUs) and policy statements until March 26, 2021:

1. Sick Leave for Dependent Care (Child Care)
2. Liberal Leave Policy
3. MHA Leave
4. Temporary MHA Exception Period
5. Temporary Extension on Step 3 and Arbitration Appeals

The MOU on the Temporary MHA Exception Period contains a provision that protects the rights of those Mail Handlers who have signed the Overtime Desired List. "The MHAs will not be used to the detriment of Mail Handlers on the Overtime Desired List." This generally means that in those installations where temporary MHAs are hired in excess of the contractual MHA cap, the Overtime Desired List(s) should be maximized (12 hours per day/7 days per week).

All of America owes all postal workers a debt of gratitude for preserving and protecting their democratic right to vote.

The Liberal Leave Letter provides that "Leave taken for COVID-19 related reasons ... may not be cited in discipline for failing to maintain an assigned schedule under ELM 511.43."

The NPMHU also reached agreement with the Postal Service on two other Memoranda of Understanding regarding Annual Leave for Leave Year 2021. The Annual Leave Exchange Option MOU has been modified allowing Mail Handlers to sell back a maximum of eighty hours (up from forty) of annual leave prior to Leave Year 2021. The Annual Leave Carryover limit for Leave Year 2021 has been increased to 520 hours (up from 440). The 520-hour Annual Leave limit will also apply to terminal leave for all Mail Handlers who retire between January 2, 2021 and December 31, 2021.

The NPMHU and USPS also agreed to another MOU which extended reappointment opportunities for those MHAs who were hired between March 26, 2020 and December 31, 2020 and were separated for lack of work. These MHAs now have priority reappointment status provided that the need for reappointment arises within twenty-four (24) months of separation.

During the recent election period, the NPMHU joined with LIUNA, the AFL-CIO and the entire labor movement working to elect worker-friendly, union-friendly candidates to the offices of President and Vice President of the United States, as well as worker-friendly, union-friendly candidates

to the House and Senate. To that end, the National Executive Board authorized release staff (matched by the corresponding Local Union) to work on the Presidential and select Senate campaigns. Mail Handler release staff worked on campaigns in Michigan (President/Senate), Wisconsin (President), Pennsylvania (President), Arizona (President/Senate), Nevada (President), Colorado (President/Senate), and Florida (President). We were successful in most of these campaigns, not the least of which resulted in the election of the NPMHU-endorsed candidates Joe Biden and Kamala Harris as President and Vice President of the United States. On behalf of National Secretary-Treasurer Mike Hora and the entire National Executive Board, I want to thank all Mail handlers who worked on these campaigns. I also want to recognize the extraordinary efforts of our Legislative and Political Director Katie Maddocks, who coordinated all the NPMHU election related activities.

During this election period, the Postal Service processed and delivered 135 million ballots (to and from voters), 610 million pieces of election mail, as well as an additional 4 billion pieces of political mail. The Postal Service delivered 97.9% of ballots within 3 days and 99.7% of ballots within 5 days.

Election task forces were established at the national and installation levels. Mail Handlers were represented and played active roles on these committees. These committees identified and corrected problems in the processing and delivery of ballots. Mail Handler

representatives played a key role in ensuring that all ballots were processed in a safe, secure and timely manner. I want to express my sincere gratitude to all Mail Handlers who served as "Election Ambassadors" and thank you for a job well done.

I also want to express how extremely proud I am of all Mail Handlers and other postal workers on their dedication in performing the patriotic duty of processing election ballots. They went above and beyond to make sure that all ballots placed into their trust were expeditiously processed safely and securely during a pandemic, despite being under intense media and congressional scrutiny and having their honesty and integrity called into question by the incumbent president. All of America owes all postal workers a debt of gratitude for preserving and protecting their democratic right to vote.

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.

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

Fraternally,



Paul V. Hogrogian
National President

NPMHU CONVENTION POSTPONED AGAIN

Michael J. Hora, National Secretary-Treasurer



The writing is on the wall. COVID numbers are spiking and social gathering restrictions are rightfully tightening. The prospect of a widely distributed vaccine before March 2021 seems unlikely. In view of this, the NPMHU Quadrennial National Convention is once again being postponed. The National Executive Board has concluded that this is the only responsible course of action. The Mail Handlers Union continues to prioritize the safety, health and well-being of delegates, guests, family, and staff. To that end, we have negotiated the following revised arrangements for the 2020 quadrennial convention.

The convention proceedings will be reduced to a modified four-day event and will still take place at the Hyatt Regency at Colorado Convention Center in Denver, Colorado. The main delegate arrival and registration will take place on Sunday, August 7, 2022. The convention is scheduled to convene the morning of Monday, August 8, 2022, with the closing convention session to take place on Thursday, August 11, 2022. We are in the process of renegotiating and amending contracts with everyone involved and will share additional details when known.

The Constitution Committee, the Resolution Committee, and the Legislative & Political Committee meetings that were originally scheduled to meet in Washington DC in February 2021 to support the activities of the quadrennial convention are also cancelled and will be rescheduled for 2022. Notification of postponement of the

NPMHU Convention was mailed to all 340 delegates on December 11, 2020. Additional event details will be revised and announced in the coming months.

One task normally accomplished during a convention cannot be further delayed. As provided in Article XII, Section 1 of the National Constitution, ***the location of the next Mail Handler National Convention shall be determined by the delegates at each National Convention.*** Given the logistics and extended planning required to facilitate a successful convention, it is necessary to conduct the site selection process by mail expeditiously.

To that end, each delegate was provided with a uniquely numbered nomination form, which may be used to nominate one's preferred city and state to host the **2024 NPMHU Convention**. Each delegate may nominate one site; nominations must be submitted by mail and **received by January 21, 2021**. When making nominations, delegates should recognize that the site selected needs to be able to accommodate up to 500 delegates and guests, with a large meeting room or convention center, preferably in a unionized setting. The 2024 Convention will be held, absent extenuating circumstances, in August or September 2024.

Initial site selection nominations will be tabulated on or about January 22, 2021. The three cities garnering the most nominations will be presented to delegates by mail, for a final site selection vote in February 2021. The final vote determining the location of the 2024 Convention will be weighted

as if conducted on the floor of the convention. Each of the 340 delegate's weighted vote value was previously determined in accordance with Article XII, sections 2 and 5 of the Constitution and will be applied accordingly.

Rescheduling the National Convention also resets the deadline to submit proposed constitutional amendments and resolutions. As set forth in Article XII, Sections 10 and 15 of the National Union Constitution, such amendments and/or resolutions must be submitted in writing by Delegates, Local Unions or other subordinate bodies in good standing, or regular members in good standing to the National President no later than sixty (60) days prior to the opening of the National Convention.

Should you have any constitutional amendments or resolutions that you would like to propose, please be sure to follow the procedures set forth in Article XII of the National Constitution and referenced on page 15 of this publication. Because the opening of the National Convention is now set for Monday, August 8, 2022, all submissions must be received at the National Office no later than Friday, June 9, 2022, which is sixty days prior to the delayed opening of the 2020 National Convention.

I would like to shift focus to the wage increase that was effective November 25, 2020 and reflected on paychecks issued December 11, 2020. This is the second of three guaranteed wage increases provided for in the 2019 National Agreement. The increase is reflected on the wage chart posted at

npmhu.org and included on page 28 of this publication.

Consistent with Article XIV, Section 3 of the NPMHU National Constitution, the National Office will be implementing a regular membership dues increase in the amount of one dollar (\$1.00) per pay period – of which the Local Union will receive eighty cents (\$.80) per pay period. Ideally, it is the union's goal to request processing of any dues increase to coincide with the wage increase.

However, the USPS advised the NPMHU that because of Information Technology problems in the Postal Data Center (PDC) in Eagan, MN, the \$1.00 per pay period dues increase originally scheduled to be implemented to coincide with the PP25-2020 wage increase will not be processed until PP03-2021 and reflected in paychecks on February 5, 2021. This delayed implementation will result in a retroactive dues adjustment of (\$4.00) to be processed on February 5, 2021. The dues amount for most members will be \$31 (thirty-one dollars) in Pay Period 03-2021 and will return to \$27 (twenty-seven dollars) in Pay Period 04-2021. The NPMHU is working with the USPS and taking steps to bring the dues adjustment process into the control of the Union (in house), but this will not be completed for several months. I thank you in advance for your patience.

Additionally, when completing PS Form 1187s between now and the implementation date of this dues increase on January 16, 2021, union representatives should enter the dues amount currently in effect (that is, \$26.00 per pay period for most Locals); do not enter the future increased amount on 1187s until after the increase is implemented in PP03-2021.

I would like to welcome the many new Mail Handler Assistants (MHAs)

who have been hired during the peak season ramp up in November and early December. Prior to the 2019 contract, the majority of new employees hired in November and December would have been casuals with no hope of career employment. The NPMHU successfully negotiated the elimination of casuals, ensuring that every single mail handler is hired under the protections of a Collective Bargaining Agreement on a path to career employment. Newly hired MHAs can sign up for health insurance during their first 60 days of employment with increased employer contributions for SelfPlus One and Self Plus Family, not to mention improved same dollar options in the Mail Handler Benefit Plan upon reappointment to a second term. In addition, the NPMHU negotiated improved reemployment rights. MHAs separated for lack of work before the end of their term will be given preference for reappointment ahead of other MHAs with less relative seniority and ahead of other applicants who have not served as MHAs, provided that the need for hiring arises within twelve (12) months of separation.

With minimal notice, the Postal Service made the unilateral decision to conduct new employee orientations in a virtual setting. The NPMHU was offered the opportunity to make a video presentation during the 7th hour of an MHA's first day. This is far from optimal and inhibits our ability to meet with new mail handlers. The NPMHU has filed a National-level grievance challenging this action. Nonetheless, without prejudice to our position, we have also actively participated in each new employee orientation. To address this inequity, we have been provided with the opportunity to meet with each newly hired MHA within 72 hours of

arrival at their assigned postal installation. I would encourage all existing mail handlers to reach out, introduce yourself to the new MHAs, and welcome them with open arms to the United States Postal Service.

Finally, I would like to address some upcoming personnel changes. NPMHU Comptroller Mitzi Montemore and Membership Services Director Deb Meyers have announced their upcoming retirements. Mitzi will be retiring in March and Deb will retire in June. I have the greatest respect and admiration for them. They are dedicated and knowledgeable, and have been key to the success of the organization. They will be deeply missed. In addition, National CAD Representative Kevin Fletcher has also announced his retirement, effective February 2021. Kevin is a dedicated unionist that has worked to improve the rights and benefits of all mail handlers. Finally, National CAD Representative and Assistant to the National President, Bobby Blum has announced his impending retirement. Bobby has served the members of the NPMHU well, in a variety of positions at the local and national level.

It has been my distinct honor to work alongside Mitzi, Deb, Bobby and Kevin. Please join me in wishing them a long and healthy retirement. Permit me to call your attention to pages 36 and 37 of this publication for a full rundown on upcoming retirements, promotions, and appointments.

In Unity,



Michael J. Hora
National Secretary-Treasurer

It has been my distinct honor to work alongside Mitzi, Deb, Bobby and Kevin.
Please join me in wishing them a long and healthy retirement.



SAMLU

REPORT

Officers and representatives from nearly every Local Union came together for the second SAMLU meeting conducted in a virtual environment by way of the networking platform ZOOM. Attendees successfully participated remotely on a variety of devices.

On Wednesday, November 17, 2020, President Hogrogian convened the meeting to order and began by honoring the mail handlers and postal employees that have passed as a result of the coronavirus.

National President Hogrogian then introduced the NPMHU National Executive Board, the Contract Administration Department (CAD) staff, General Counsel, and other key staff members from the Union's National Office. During his welcoming remarks, National President Hogrogian introduced three newly installed Local Presidents and seven re-elected Local Presidents, resulting from elections or appointments occurring since the last SAMLU in April 2020.

The new or re-elected Presidents include Chris Bentley (Local 297, Western Missouri and Kansas), Kevin Tabarus (Local 300, Southern New York, Northern New Jersey, and Southern Connecticut), Eddie Cowan (Local 303, Southern California and Las Vegas, Nevada), Charles Charleston (Local 311, Texas), Joe Harms (Local 315, Oregon), Don Sneesby (Local 316, Washington and Alaska), Bernie Gonzalez (Local 320, Arizona), Tony Wilson (Local 321, Colorado), Jeff Larsen (Local 323, Minnesota and North Dakota), and Edvina Tesch (Local 332, Utah).

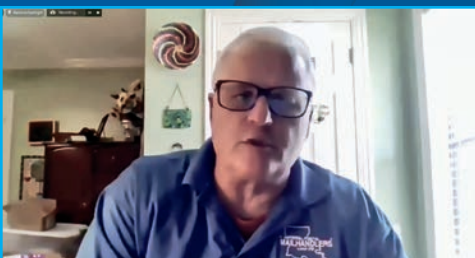
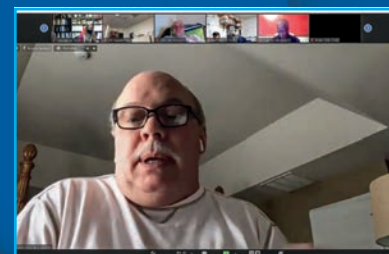
Next, President Hogrogian acknowledged the impending retirements of NPMHU Comptroller Mitzi Montemore and Membership Services Manager Deb Meyers. Paul spoke warmly about their long history with the union. Mitzi and Deb wore many hats throughout the course of their careers. Both did anything asked of

them and always gave one hundred percent; both will be deeply missed. Finally, President Hogrogian spoke about the announced retirement of National CAD Representative Bobby Blum. Paul spoke about the many years he has worked with Brother Blum both at Local 300 and in Washington DC. Bobby has served the members in many capacities, most recently as Assistant to the National President, a position he has held since August 2014. Paul expressed warm regards for his assistant, Bobby Blum. This is the final SAMLU for Mitzi, Deb, and Bobby. President Hogrogian wished Bobby, Mitzi and Deb a long and fruitful retirement on behalf of all members. Additional details about their retirement and subsequent appointments can be found on pages 36–38 of this publication.

Following congratulatory remarks to the future retirees and all newly elected and re-elected local officers from President Hogrogian, attendees watched a replay of the installation ceremony of the NPMHU National Executive Board. The Oath of Office was administered by LiUNA General President Terry O'Sullivan. National President Paul V. Hogrogian, National Secretary-Treasurer Michael J. Hora, Central Regional Vice President June Harris (Local 306), Northeastern Regional Vice President David Wilkin (Local 309), and Southern Regional Vice President Lawrence Sapp (Local 318) were re-elected by acclamation. Eastern Regional Vice President John Gibson (Local 308) and Western Regional Vice President Don Sneesby (Local 316) were reelected by a vote of their respective regional members as certified on October 28, 2020.

Following these opening activities, President Hogrogian provided a 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 Unions. President Hogrogian addressed a wide array of topics, beginning with the operational implications of the coronavirus on mail handlers and the USPS. He discussed operational protocol, safety measures, infection rate, contamination abatement, cleaning, quarantines, and social distancing policy stressing the importance of open communications with the USPS.

Representatives at all levels of the NPMHU continue to participate in COVID-19 meetings at the local, district and headquarters levels with our USPS counterparts to ensure we have the most current information available. As the NPMHU's point person for coronavirus matters, National CAD Representative Charles Manago runs the process for systematic dissemination of all COVID-19 resources to representatives and members.



President Hogrogian also spoke about the COVID-19 by reviewing complement caps, leave policies, and related Memoranda of Understanding, all of which can be viewed at npmhu.org. Hogrogian also discussed the Families First Coronavirus Response Act (FFCRA), allowing for up to 12 weeks of Expanded Family and Medical Leave to an employee who is caring for a child whose school or place of care is closed (or child care provider is unavailable) due to Coronavirus-related reasons.

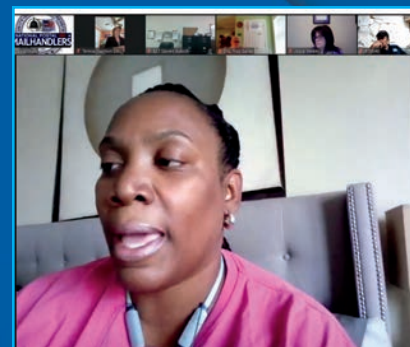
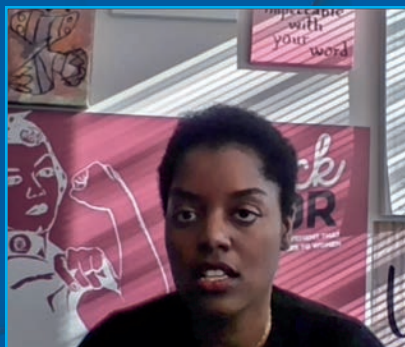
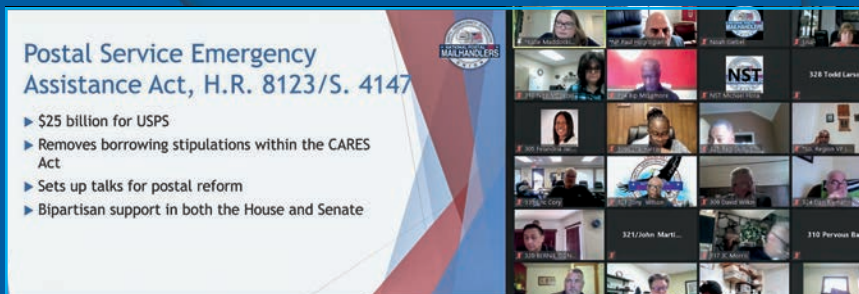
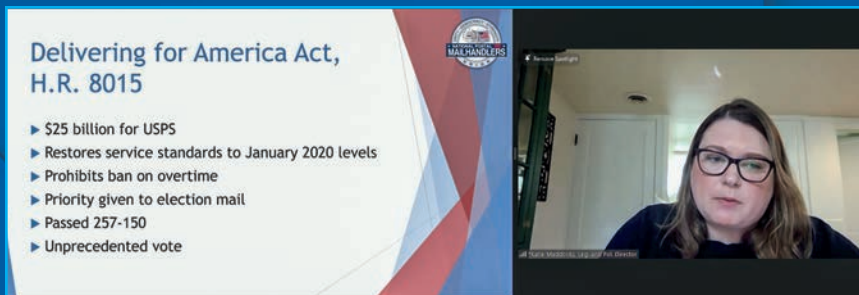
President Hogrogian provided an update on the USPS financial condition, emphasizing that seven of the twelve months reported is from a pre-coronavirus environment and noting that the financial outlook will undoubtedly get worse. The update included a report on the USPS financial condition for fiscal year 2020 ending on September 30, 2020. The Postal Service had a net

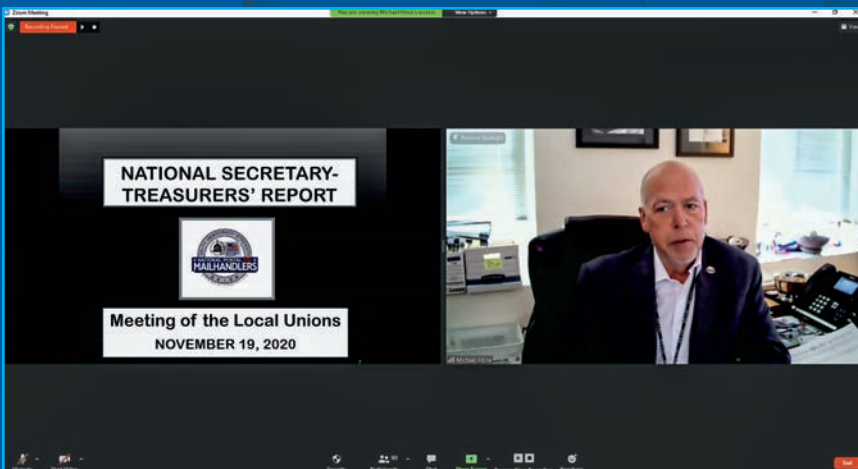
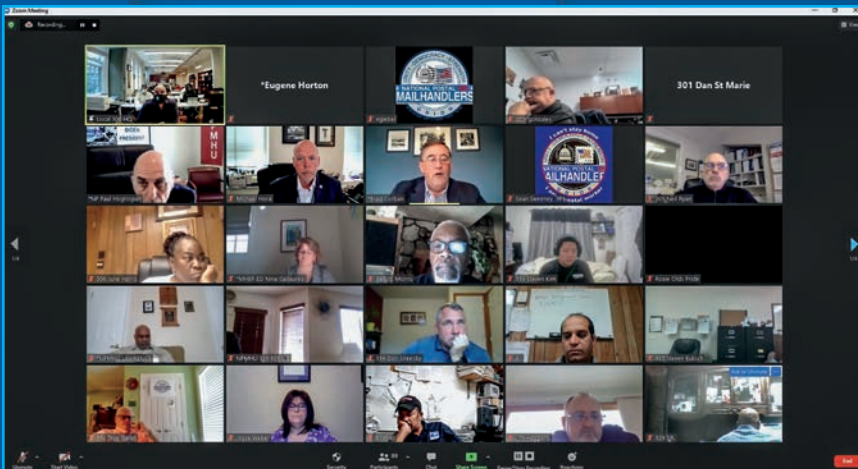
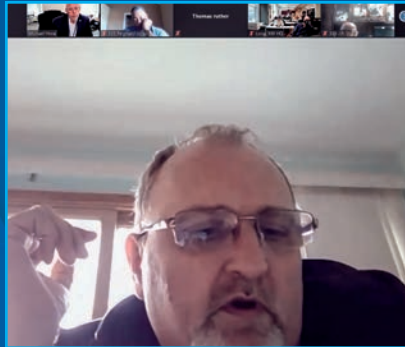
loss of \$9.2 billion, and showed an operational loss of \$3.8 billion for the year.

Overall mail volume totaled 129 billion pieces, down 9.4% compared to last fiscal year. First-class mail was down by 4.2% or 2.3 billion pieces in FY 2020, continuing a 15-year downward trend with no change expected. Marketing mail showed a decrease of 15.2% or 11.5 billion pieces. Parcel volume, on the other hand, has increased by 18.8% over FY2019. The increase in parcel volume is attributed to the pandemic and declines are expected, but the Service remains optimistic that moderate increases in parcel volume can be attained throughout the peak season and beyond.

The USPS anticipates overall mail volume to decline, projecting a \$9.7 billion deficit for FY2021 with annual losses of \$10 billion or more for years to come, despite slightly increased volume projections for FY2021. Depending on the pace of economic recovery, the USPS now expects to run out of cash between April and October of 2021. Increased borrowing authority by the Cares Act will extend these projections by a few months. The Postal Service projects that the COVID pandemic will increase its operational loss by more than \$22 billion over the first 18 months of COVID and by over \$54 billion over the longer term.

President Hogrogian discussed the USPS rate case that is 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 just adopted changes to that rate system to allow the Postal Service to increase its rates above the rate of inflation. The NPMHU intervened in support of the Postal Service, and filed comments with the PRC, as did the other postal unions. The NPMHU agrees that the rate cap should be greatly softened so that the Postal Service can raise rates



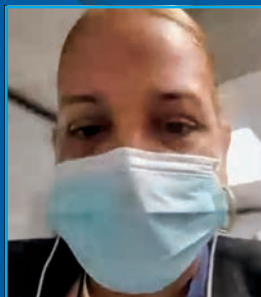
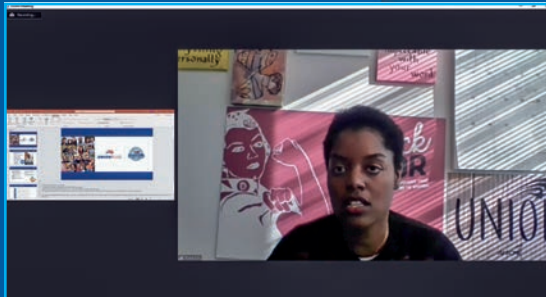


in a manner that exceeds the rate of inflation if the situation warrants.

President Hogrogian next spoke about the USPS Board of Governors. Currently there are 6 Postal Governors in addition to the PMG and Deputy Postmaster General; the DPMG position remains vacant. The sitting Governors include Robert Duncan, the former president of the Republican National Committee from Kentucky; Ron Bloom of New York; Roman Martinez of Florida; William Zollars of Kansas, former chairman of Yellow Worldwide Freight; Lee Moak, former president of the Air Line Pilots Association; and John Barger of California. Three remaining vacancies are expected to be filled by President-Elect Biden. The NPMHU continues to lobby for labor friendly nominees.

The President also reported on issues given rise by PMG DeJoy's actions, including his involvement with subcontractors New Breed Logistics and XPO Logistics, and recent nationwide mail processing delays associated with truck schedule modifications, the removal of mail processing equipment, and the USPS organizational redesign of processing & logistics and retail & delivery.

Also discussed was the Office of Management and Budget (OMB) reorganization recommendations. In a June 21, 2018 report, OMB released a plan entitled "Reform Plan and Reorganization Recommendations." Buried in the report is a Presidential plan to restructure the USPS into a 'sustainable business model,' and thereby prepare it for future conversion into a privately-held corporation. This restructuring purports to reduce door-to-door service and the frequency of these deliveries and seeks to reduce the wages and benefits of postal employees to highlight the most draconian recommendations. OMB's proposal has already drawn criticism from both Democrats and Republicans in Congress. The NPMHU remains optimistic that President-Elect Biden will



and some instances of excessing from the installations. Union officials at the regional, local and branch levels must once again challenge all unwarranted start time changes, reversions, and abolishments and file and continue to file the appropriate grievances.

Management remains steadfast in its intention to realign the workforce and align employees' schedules/rest days/ start times with the projected mail arrival profiles. However, it appears that the Postal Service has put its plans on hold during the COVID crisis.

President Hogrogian touched on critical issues pending in the U.S. Congress, including a status report on Congressional activity relative to possible postal reform legislation and bi-partisan support for potential legislation.

Hogrogian then reviewed the positive influence of the "Residual Vacancy MOU," which created a pecking order for conversion of Mail Handler Assistants (MHAs) to FTR positions. Negotiated in 2015 and incorporated into the 2016 National Agreement, the NPMHU recently surpassed 16,000 MHAs converted to FTR as a result of this Memorandum.

The President's report included a discussion on subcontracting and the NPMHU's effort to return subcontracted work to the bargaining unit. Many of the STC contracts with private contractors have short term expiration dates, presenting the parties with an opportunity to bring the work back, but we continue to face resistance from the Postal Service. The USPS is also implementing its plan to redesign the STC network. The stated purpose of the redesign is to improve truck utilization, containerization, visibility, and to reduce mileage and costs associated with moving the mail. In conjunction with the implementation of the STC redesign, the Postal Service announced its intention to subcontract the STC operations in the Chicago area and in Seminole/Orlando, Florida. The

deposit Trump's ill-advised reform and reorganization recommendations in the circular file once and for all.

President Hogrogian next spoke about the second phase of the USPS Function 1 Scheduler tool. The USPS has begun to implement its new version of the Function 1 Scheduler, a.k.a. the Function One Review. Early reports generated by this new version have been

positive, and in many cases resulted in increased mail handler staffing and MHA conversions. The NPMHU has requested copies of all new Function 1 scheduler/reviews, including all underlying data. The Postal Service is beginning to implement the second phase of its new Function 1 scheduler, to include bid abolishments and reversions, start time and rest day changes,

appropriate National-level disputes have been filed.

The USPS and NPMHU continue discussing the possibility of establishing a pilot site for returning subcontracted work from the mail transport equipment service centers (MTESC) (empty equipment) to the mail handler craft. The Postal Service is looking for a possible site for this pilot project.

Next, Legislative and Political Director Katie Maddocks updated attendees on

what was happening, or more accurately what wasn't happening, on Capitol Hill. Since the last SAMLU, the House passed the HEROES Act (H.R. 6800), which included provisions calling for \$25 billion in emergency appropriations for the USPS; removal of borrowing stipulations implemented by the CARES Act; and hazard pay for essential workers, which would include all postal employees. However, Republican leadership saw this legislation as a non-starter due

to its \$3 billion price tag. Throughout the summer and fall, further discussions on stimulus packages faltered as House Democrats and the Trump Administration could not come to terms on what a deal would include. Negotiations began again in December, and President-Elect Biden has commented that additional stimulus plans will be one of his top priorities as he enters office come January 20, 2021.

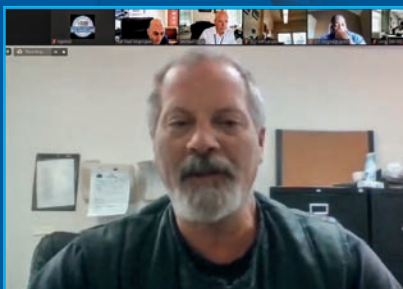
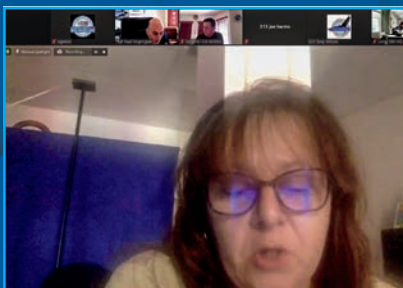
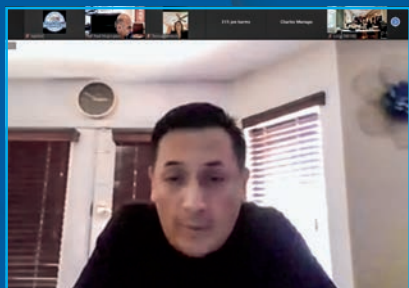
The SAMLU marked a week and a half since Joe Biden was declared the winner of the presidential election, and Sister Maddocks discussed the unprecedented events of this election along with the results of the House and Senate elections. As the 2020 elections were the most expensive on record, she thanked those members who gave to the NPMHU PAC throughout 2020 before announcing PACie Awards which are featured on page 20. Financial contributions to the PAC help to fund the campaigns of our postal friends and champions, ensuring they stay in Washington, DC.

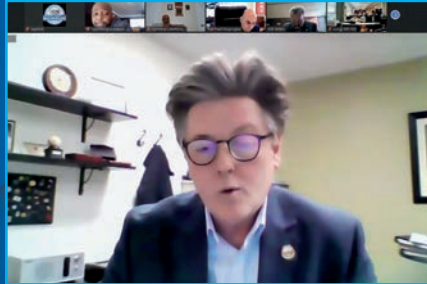
Next, the assembly heard a report from General Counsel Bruce Lerner on litigation and other pending legal matters involving the NPMHU National Union.

Finally, CAD Representative Kevin Fletcher led discussions on the RI-399 Update memorandum and provided a comprehensive report on the activities of the Article 12 Task Force.

On Wednesday, November 19, 2020, attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) from Executive Director Nina Gallauresi and Brad Corban, Aetna's Director of National Accounts.

Next, National Secretary-Treasurer Hora provided a detailed presentation and entertained questions and comments on a variety of topics, including the financial implications of remote operations during the COVID-19 pandemic, the NPMHU financial statements for the quarter ending





September 30, 2020, and deficit control measures. His presentation also included a membership analysis of Mail Handler complement, regular and associate membership trends and revenue projections, and allocation among our Union's affiliated organizations. NST Hora led a review and discussion on issues related to the NPMHU Revenue Sharing Program including an in-depth membership review and recruitment initiatives relative to new MHA health benefits. Brother Hora also spoke about the NPMHU's participation in virtual new-hire orientations beginning on November 7, 2020. The Mail Handlers Union established four teams to lead four weekly virtual orientations wherein the USPS will orient 16,000 MHAs. Hora thanked all members of the NEB and the National CAD Representatives for assisting in the live presentations. Additionally, members of the NEB and CAD have assisted with live chat Q&A during each of the twenty-three orientations.

The NST next spoke about delays associated with new member enrollment, including a review of HRSSC operations during COVID and overview of PS Form 1187 submission protocol.

NST Hora reviewed NPMHU merchandise sales and NPMHU mobile app usage statistics, and reported on scheduled NPMHU national meetings and training programs. Finally, NST Hora spoke about the upcoming quadrennial NPMHU Convention and the likelihood that it will be postponed to August 2022.

Contract Administration Department Manager Teresa Harmon then provided a full report and entertained questions and comments from various attendees on the activities of the CAD since the last meeting of the Local Unions. Sister Harmon's presentation was based on the written report that was distributed electronically before the meeting and included the following topics: Implementation of the 2019 National Agreement and Q&A document; MHA Health Insurance and Open Disputes; Mail Handler Workforce; 2019 National Agreement Questions and Answers; 200 Man Year Report for the 2019 National Agreement; Selection of National, Regional & Expedited Arbitration Panels; Contract Interpretation Manual, Version 5; Coronavirus/COVID-19; COVID-19 Related MOUs Extended; New Memoranda of Understanding; Annual Leave Carryover for Leave Year

2021; Annual Leave Exchange Option for Leave Year 2021; Annual Leave Payout Upon Retirement for Leave Year 2021; Update on the MHAs Retro Holiday Pay Settlement; Cases Pending National Arbitration; and a discussion on the redesigned MAILS resource website for union representatives.

Attendees received a written report on the NPMHU Women's Committee, from Committee Chair and Vice President Central Region/Local 306 President June Harris.

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

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

QUADRENNIAL CONVENTION POSTPONED UNTIL AUGUST 2022

With planning well underway for the 2020 NPMHU National Convention, the National Executive Board made the decision to postpone quadrennial convention until August 2022. The National Executive Board has concluded that in view of rising pandemic concerns and social distancing restrictions, rescheduling is the only responsible course of action. The Mail Handlers Union continues to prioritize the safety, health and well-being of delegates, guests, family, and staff. The event is rescheduled to take place at the Hyatt Regency Convention Center & Hotel in Denver, Colorado during the week of August 8, 2022. Three-hundred and forty mail handlers from across the country, who are currently being chosen through the Local Union delegate election process, will serve as delegates and will help to set the agenda of the Union.

The theme for our 2020 National Convention is “NPMHU—Believe and Achieve.” This theme reflects on the importance of our craft, our faith in the value of the work we do and the many triumphs of our organization. Mail Handlers are united in our economic, political, and workplace struggles. As demonstrated by the events of the past ten months, together, in unity, we can overcome adversities: we can Believe and Achieve. As a member of the NPMHU, you are a component of our future and a key to the success of the organization. Believe and Achieve!

In mid-2022, committees appointed by National President Paul Hogrogian will meet to review and establish a full agenda for the 2020 Convention, including possible constitutional amendments and resolutions that may be submitted for consideration by the delegates. In addition to the traditional Constitution and Resolution Committees — and in recognition of the increasing role that the NPMHU has played in ongoing legislative issues on Capitol Hill — President Hogrogian has once again empanelled a Legislative Committee to review and recommend the adoption of resolutions concerning legislative and political matters.

Members of the NPMHU who wish to submit proposals for consideration by the delegates at the 2020 National Convention must follow the requirements set forth in the NPMHU National Constitution.

PROPOSED CONSTITUTIONAL AMENDMENTS

As set forth in Article XII of the National Union Constitution, the delegates to the 2020 National Convention will consider and vote upon amendments to both the NPMHU National Constitution and the Uniform Local Union Constitution that governs all Local Unions affiliated with the NPMHU. As stated in Article XII, Section 10:

“For proposed amendments to this Constitution to be considered by a National Convention, such amendments must be

submitted in writing by Delegates, Local Unions or other subordinate bodies in good standing, or regular members in good standing to the National President no later than sixty (60) days prior to the opening of the National Convention. Such proposed amendments shall be referred by the National President to the Constitution Committee for consideration and recommendation to the National Convention.”

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

PROPOSED RESOLUTIONS

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

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

Should you have any constitutional amendments or resolutions that you would like to propose, please be sure to follow the procedures set forth in Article XII of the National Constitution. Because the opening of the National Convention is set for Monday, August 8, 2022, all submissions must be **received** at the National Office no later than Friday, June 10, 2022, which is sixty days prior to the opening of the 2020 National Convention. The address for submitting any proposed amendments or resolutions is:

NPMHU

2020 National Convention

815 16th Street NW, Suite 5100, Washington, DC 20006

Finally, please be aware that the National Postal Mail Handlers Union has a 2020 Convention website accessible at <https://convention.npmhu.org/>. The site features convention news and announcements, convention resources and committee assignments and reports. During the 2020 NPMHU Convention, the site will be updated daily with photos, videos, committee reports and the event agenda.



NATIONAL-LEVEL DISPUTES

Teresa Harmon, Manager, CAD

In this issue, I want to give a brief overview on a few of the National cases that were recently decided, as well as some that are currently pending on the arbitration docket at the National level. These cases include:

Promotion Pay — This 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.

Safety Ambassador Program — This pending 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.

Carryover of MHA Discipline — In a recently issued decision dated October 14, 2020, the NPMHU prevailed in its National arbitration against the Postal Service over whether the Postal Service may consider or rely upon discipline issued to an MHA if that employee is later being disciplined after he or she has been converted to career. The key conclusion of Arbitrator Das’ award was that “former MHAs who are converted to career positions start afresh for disciplinary purposes.”

Central to his decision was Arbitrator Das’ finding that MHAs who convert to career status are hired as “new employees.”

Moreover, while the parties did expressly set out in the National Agreement those limited circumstances in which an employee's time as an MHA does carry over upon conversion (e.g., relative standing for establishing initial seniority ranking), the parties "did not provide for carryover of the disciplinary record." In short, when the parties wanted time as an MHA to carry over after conversion, "they did so expressly."

For those reasons, Arbitrator Das concluded that "discipline issued to an employee while employed as a noncareer Mail Handler Assistant (MHA) may not be considered or cited in determining whether to issue discipline to the employee after his or her conversion to full-time career status." Only one narrow exception may exist to this new rule: where an MHA is subject to a notice of removal at the time set for conversion to career status, that removal process might have to be completed before the employee is converted to career.

RI-399 NATIONAL JURISDICTIONAL ARBITRATIONS

Small Parcel Sortation System (SPSS) — National Arbitrator Sharnoff issued his decision on the merits of the SPSS dispute on November 30, 2020. Not unexpectedly, the arbitrator rejected the claims filed by both the NPMHU and the APWU, and upheld the Postal Service's August 7, 2015 revised jurisdictional determination for jobs on the SPSS.

Mail Handlers remain the primary craft for dumping and loading mail onto the SPSS and for sweeping the SPSS, while the Clerks remain the primary craft for the singulating and facing work on the SPSS and for that portion of the sweeping needed for ergonomic rotation. The arbitrator reached this conclusion for various reasons, including by analogizing to the APPS and APBS machines:

[T]he Arbitrator finds, in these circumstances, that the USPS, in reaching its determination to award the "singulating"/"facing" work on the SPSS to the Clerk Craft, was acting in a manner which was consistent with its determination of the award of jobs on these two machines, with the assignment of such duties to the Mail Handlers on the APPS in light of the limited amount of such work to be performed and to the Clerks on the APBS in light of the more significant amount of such work required. To that extent, the Arbitrator finds that the USPS, in awarding the "singulating"/"facing" work on the SPSS to the Clerks as the Primary Craft, based in part on the assignment of such work to the Clerks on the APBS, was not acting in a manner which was arbitrary or an abuse of its discretion.

Advanced Facer and Canceled System (AFCS) — The next National RI-399 issue to be arbitrated are the three cases

APPLICATIONS BEING ACCEPTED FOR POSITIONS IN THE CONTRACT ADMINISTRATION DEPARTMENT

The NPMHU may be looking to add full-time representatives to its Contract Administration Department (CAD) during the coming months and years. To ensure that there are qualified and available applicants to choose from to fill any positions, the NPMHU is asking any interested Union representatives or members to send in a "statement of interest" to the National Office. Applicants should be willing to relocate. Any statement of interest should include a listing of qualifications, a description of experience in contractual matters, positions held within the Union, any special projects, duties or accomplishments, training programs attended, education/degrees, and other pertinent information deemed appropriate. This can be in the form of a simple letter describing such qualifications, or as formal as a resume. All submissions should be sent to:

Teresa Harmon

NPMHU Contract Administration Department
815 16th St, NW, Suite 5100
Washington, DC 20006

All submissions will be retained in confidence at the National Office. Please include your current mailing address, an e-mail address and your preferred telephone number.

concerning the AFCS. Hearing dates were held on December 8th & 9th, 2020, with briefs to be filed shortly.

Automated Delivery Unit Sorter (ADUS) — After the AFCS, the next National case to be heard will be the jurisdictional determination issued by the Postal Service concerning the ADUS. Both unions have appealed that decision. It is currently scheduled for January 13th & 14th, 2021.

The ADUS is described as being similar to the APBS, but it does not have an induction belt and is a straight line sorter. The machine requires two operators to manually face and place the mail on the conveyor belt. While on the conveyor, it is weighed, scanned, and sorted. This machine can sort up to 4,200 parcels an hour.

Universal Sorter System (USS) — During February 2021, the parties will turn to the jurisdictional determination that the USPS made on the USS. The USPS issued a National Craft Determination stating the "the primary craft operation of the USS is the Mail Handler Craft." The APWU filed a National Dispute challenging that determination.

The USS processes non-machinable objects (NMOs), which are inducted on the system through a parcel dumper. The system singulates and orients the parcels and barcodes are read by a six-sided scan tunnel and camera system. The USS is modular and can be configured based on available floor space, with the number of outputs ranging from 4 to 18, and can scan and sort up to 2,200 parcels per hour.

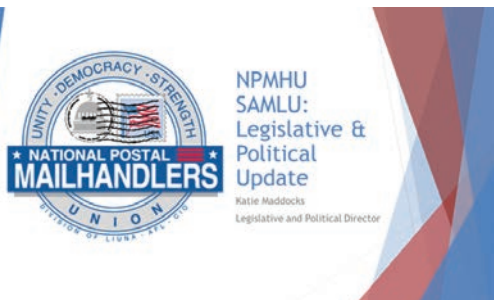
If you have any questions about any of these cases or others that are pending, please talk to your union official.

NPMHU LOOKS TOWARDS THE 46TH PRESIDENCY AND THE 117TH CONGRESS

Katie Maddocks, Legislative and Political Director



After an unparalleled election, the National Postal Mail Handlers Union looks forward to the inauguration of Joseph R. Biden and Kamala Harris to the Executive Branch on January 20, 2021. The election saw unprecedented voter turnout, with record breaking popular votes. Members of the NPMHU release staff were a great asset to this historic event, working with the AFL-CIO to reach out to union households with get out the vote initiatives. Because of these actions, the nation saw a pro-postal, pro-labor candidate elected to the White House.



The NPMHU struggled through the Trump Administration, fighting against privatization, protecting our right to organize, and educating elected officials on the fundamental benefit of having a functioning and sustainable United States Postal Service. We are already seeing support on these issues from the President-Elect.

As a candidate, Joe Biden commented that a Biden-Harris Administration would support and promote the Postal Service, ensuring it has the capabilities to continue to serve every American

household and business as well as protect the workforce. He further committed to protecting against privatization; pushing for the removal of the retiree healthcare prefunding mandate; investing in needed infrastructure and fleet improvements; expanding offered services; protecting the collective bargaining rights; and ensuring a quorum on the USPS Board of Governors.

In addition to these basic, comprehensive needs for the Postal Service and its workforce, Biden acknowledged the need for emergency funding, as the USPS faces drastic financial losses due to the COVID-19 pandemic. Biden recognizes the important need for comprehensive reform to ensure a viable Postal Service, but also the immediate need for assistance during this worldwide emergency. Given these words and commitments of then-candidate Biden, the NPMHU needs to remain vigilant about his actions as President to ensure he fulfills his promises to promote a healthy Postal Service during his occupancy of the White House.

Not only will the United States be getting a new President and Vice President, but the new 117th session of Congress begins on January 3, 2021. Although the NPMHU-endorsed candidate will reside at 1600 Pennsylvania Avenue come mid-January, the Union did not experience the positive results we had hoped for in either the House or Senate. Democrats will remain in the majority within the House of Representatives, but their lead shrunk considerably, and they now only have a nominal vote margin. This means that,

in order to successfully push legislation forward, the majority will need to promote bipartisan bills that have support from both sides of the aisle.

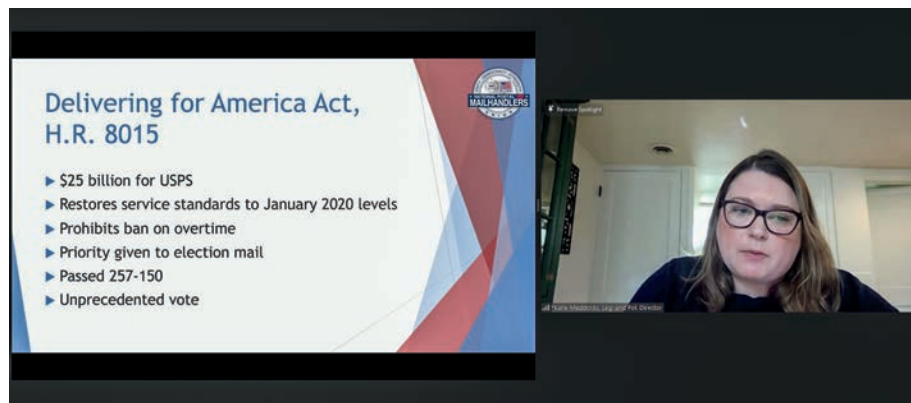
It bears noting that House-passed postal legislation in the previous session of Congress had this needed bipartisanship. The USPS Fairness Act, which called for the removal of the pre-funding mandate, passed by a vote of 309-106, and the Delivering for America Act, which called for emergency funding and promoted service standards through the election, passed with a vote of 257-150. The NPMHU and the other postal unions have always promoted the fact that postal issues are bipartisan issues. As the USPS serves urban, suburban, and rural areas, we work to ensure that all Members of Congress understand the value of the Postal Service and the dedicated work of its labor force.

The GOP held the majority within in the Senate during the 116th Congress, continually blocked postal aid during COVID relief talks. However, some Senators recognized the need to help the Postal Service and introduced stand-alone bipartisan postal legislation. Sponsored by Susan Collins (R-ME) and Dianne Feinstein (D-CA), the bill calls for emergency relief to the USPS to counteract the loss of revenue due to the pandemic, repeals borrowing stipulations implemented by the CARES Act, and requires the Postmaster General and the USPS Board of Governors to develop a plan to address the financial sustainability of the Postal Service. This last part

counters the rhetoric heard during COVID relief negotiations, when Senate Republican leadership stated that, although the Postal Service needs assistance during this crisis, reform should also be addressed. To add, as there will no longer be pressure from the White House and postal friendly Democrats have gained majority control of the Senate, it is more likely that a Biden Administration will see fruitful discussions on the future of the Postal Service.

This control of the White House and Congress was hard fought throughout the 2020 election season, and this past year's elections set spending records. Presidential election spending is estimated to have cost about \$6.6 billion, and House and Senate races cost about \$7.25 billion. This is an increase from the \$4 billion spent in the 2016 presidential election and the \$3 billion expended in the 2016 congressional elections. The cause of this increase in spending can be seen in the decreasing vote margins. It is less and less likely that elections will result in a landslide, either at the primary or general levels. This is causing greater competition among candidates, vying for voters' support.

Recognizing this competition, the NPMHU regularly gives political funding to our congressional friends and champions so they can stay on Capitol Hill, fighting on your behalf. The NPMHU PAC gives to candidates who have voted in favor of NPMHU-supported legislation, support comprehensive postal reform that protects the USPS workforce, and speak out against postal privatization and diminished services. Often it feels as if the Postal Service and its well being are put on the back burner, but our



supporters on Capitol Hill have not only kept attention on the Postal Service during the pandemic, but throughout the time it has faced financial difficulties by promoting the need to remove the harmful mandate to prefund retirees' healthcare benefits; to increase revenue and diversify products; and to protect workers' pay and benefits. If the NPMHU did not have these advocates in DC, the postal community would be vulnerable to attacks on retirement benefits, threats of privatization, and reductions in service. We therefore need to ensure that elected officials who speak out on our behalf have the resources to remain in office, and that those who speak out against us are forced out of Washington, DC.

During the November SAMLU, the NPMHU PAC recognized the Locals that raised the most money throughout 2019. Locals 333, 316, and 301 won the PACkies, Local 314 won the Most Improved Award, and Local 301 won the Ambassador Award for the third year in a row. I want to thank everyone who has given to the NPMHU PAC. Thank you for your generosity and for your leadership!

Over the past few years, total membership contributions to the PAC have

gone down. In 2017, union members contributed over \$121,000, but in 2020 that amount dropped down to less than \$92,000. At the end of my SAMLU presentation, I challenged Local Presidents to give more to the PAC with my own contribution of \$1,000. I extend this challenge to all NPMHU members. I ask you to consider giving to the PAC — even as little as \$1.00 per pay period. The PAC ensures that the NPMHU's voice is heard loud and clear on Capitol Hill. As we go into the 117th Congress with talks of COVID relief and postal reform, we need to ensure that the NPMHU can use every available avenue to educate members of the House and Senate on the importance of our issues. Instructions on how to give to the PAC, either through PostalEase or with one-time contributions, are on the following pages.

The year 2020 certainly has been a difficult one for all of us, in one way or another. The NPMHU has been doing its best: informing our elected officials and the public on the importance of the Postal Service and the work of our union. I'm sure with our continued efforts, we will be successful in 2021 as we continue to push our legislative and political agendas.

The NPMHU has been doing its best: informing our elected officials and the public on the importance of the Postal Service and the work of our union.



NPMHU 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.

PACKie

awards

NPMHU

Locals with 1-499 Members

333

Locals with 500-1499 Members

316

Locals with 1500 & Up Members

301

Most Improved

304

Ambassador

301

2021 PAC

INCENTIVE AWARDS



2021 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Power Pack
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC AA Mini Maglite and Leatherman
Ambassador	\$500	PAC Traveler Bag



YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at www.liteblue.usps.gov. Follow the instructions printed on page 22 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



NOTICE CONCERNING CONTRIBUTIONS:

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

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

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

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

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



(Cut here and return to NPMHU PAC)



YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

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

Address _____ Local _____

Employer (if other than USPS) _____ Job Title _____

Contribution Amount: (Please check one):

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

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

☐ VISA ☐ MASTERCARD Acct.# _____

Signature _____ Expiration Date _____

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

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

PostalEASE by TELEPHONE:

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

PostalEASE on the WEB:

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

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

MAINTAINING HEALTHY BLOOD PRESSURE

IS YOUR BLOOD PRESSURE TOO HIGH?

Nina Gallauresi, Executive Director, MHBP



A new study found that awareness, control, and treatment of high blood pressure has dropped among U.S. adults.

Nearly half of adults live with high blood pressure, also called hypertension. It's defined as a blood pressure reading of 130/80 mm Hg or higher, or by taking medication for the condition. High blood pressure increases your risk of having a heart attack or stroke.

Many people don't know they have the condition. Symptoms usually appear only after damage to your heart and blood vessels. By identifying high blood pressure early, you can work with your doctor to control it.

Researchers examined how many people with high blood pressure knew they had it and how many were receiving treatment. They looked at data from a large national health survey on high blood pressure.

More than 50,000 adults were surveyed from 1999 to 2018. Researchers found that high blood pressure affected 30% of adults in 1999 and 32% in 2017.

Twenty years ago, about 70% of adults with high blood pressure were aware they had the condition. This increased to almost 85% in 2013. But by 2017, awareness dropped to 77%.

Treatment declined, too. Almost 54% of those with hypertension had their blood pressure under control in 2013. By 2017, that had dropped to 44%.

"The reversal in hypertension awareness is a real setback in the fight to reduce heart disease and stroke," says study author Dr. Paul Muntner from the University of Alabama at Birmingham.

KEEP HYPERTENSION IN CHECK

High blood pressure, or hypertension, can often be prevented or treated. Early diagnosis and simple, healthy changes can keep high blood pressure from seriously damaging your health.

Normal blood flow delivers nutrients and oxygen to all parts of your body, including important organs like your heart, brain, and kidneys. Your beating heart helps to push blood through your vast network of blood vessels, both large and small. Your blood vessels, in turn, constantly adjust. They become narrower or wider to maintain your blood pressure and keep blood flowing at a healthy rate.

It's normal for your blood pressure to go up and down throughout each day. Blood pressure is affected by time of day, exercise, the foods you eat, stress, and other factors. Problems can arise, though, if your blood pressure stays too high for too long.

High blood pressure can make your heart work too hard and lose strength. The high force of blood flow can damage your blood vessels, making them weak, stiff, or narrower. Over time, hypertension can harm several important organs, including your heart, kidneys, brain, and eyes.

"Hypertension is a leading risk factor for death and disability worldwide," says Dr. Paul Whelton, an expert in hypertension and kidney disease at Tulane University. "High blood pressure raises the risk of having a heart attack, heart failure, stroke, or kidney disease."

Anyone, even children, can develop high blood pressure. But the risk for hypertension rises with age. "Once people are in their 60s, about two-thirds of the population is affected by hypertension," Whelton says.

Excess weight or having a family history of high blood pressure also raises your risk for hypertension.

African Americans are especially likely to get hypertension. Compared to Caucasian or Hispanic American adults, African Americans tend to develop hypertension at a younger age and to have a higher blood pressure on average.

Because it usually has no symptoms, the only way to know for sure that you have hypertension is to have a blood pressure test. This easy, painless test involves placing an inflated cuff with a pressure gauge around your upper arm to squeeze the blood vessels. A health care provider may then use a stethoscope to listen to your pulse as air is released from the cuff, or an automatic device may measure the pressure.

Blood pressure is given as 2 numbers. The first number represents the pressure in your blood vessels as the heart beats (called systolic pressure). The second is the pressure as your heart relaxes and fills with blood (diastolic pressure). Experts generally agree that the safest blood pressure—or "normal" blood pressure—is 120/80 or lower, meaning systolic blood pressure is 120 or less and diastolic pressure is 80 or less.

"Hypertension is defined as having an average blood pressure of above 140/90," says NIH's Dr. Lawrence Fine, who oversees research on the treatment and prevention of hypertension. Since blood pressure can vary widely from day to day, a diagnosis of hypertension is usually based on an average of 2 or more readings taken on 2 or more occasions.

If your blood pressure falls between "normal" and "hypertension," it's sometimes called prehypertension. People with

prehypertension are more likely to end up with high blood pressure if they don't take steps to prevent it.

"We know we can prevent high blood pressure through diet, weight loss, and physical activity," Whelton says. "We can also treat it, and we can treat it effectively."

If you're diagnosed with high blood pressure, your doctor will prescribe a treatment plan. You'll likely be advised to make healthy lifestyle changes. You may also need to take medications. The goal of treatment is to reduce your blood pressure enough to avoid more serious problems.

How low should you aim when reducing your blood pressure? The answer depends on many factors, which is why it's important to work with your doctor on blood pressure goals. Most current guidelines recommend aiming for a systolic pressure below 140. These medical guidelines are sometimes adjusted as new research is reported.

A large NIH-funded study recently found there may be benefits to aiming for a much lower systolic pressure—120 or less, instead of 140—at least for some people. The study looked at adults ages 50 and up who had increased risk for cardiovascular disease but didn't have diabetes. Half aimed for a systolic pressure of 120. The rest aimed for a pressure of 140.

The study was stopped early, after about 3 years, when clear benefits were seen in the lower blood pressure group. "When treating to the lower goal of 120, the risk of having a cardiovascular complication such as a heart attack or stroke was reduced by 25%, and the risk of death from all causes was reduced by 27%," Fine says. This lower-goal group, though, tended to need 1 additional blood pressure medication; they also had more hospitalizations for side effects, including low blood pressure, fainting, and possible kidney damage.

"Results to date suggest that for older people with hypertension and an increased risk for cardiovascular disease, it may make sense to aim for a lower blood pressure. But there may be drawbacks as well, and each patient is different," Whelton says. "Researchers generate the evidence, so health care providers can have informed discussions with their patients about blood pressure targets."

NIH-funded studies have clearly shown that healthy lifestyle changes can improve your blood pressure. "Making even small changes over time can really add up," says Kathryn McMurry, a nutrition science expert at NIH. "In terms of diet, our best advice is to follow the DASH eating plan."

DASH stands for Dietary Approaches to Stop Hypertension. "It's not a diet to go on for a short period of time, but one that's meant to be part of a healthy lifestyle and enjoyed for life," McMurry says.

The DASH eating plan requires no special foods. Instead, it provides daily and weekly nutritional goals. It's high in vegetables, fruit, whole grains, and low-fat dairy foods but low in saturated fat and added sugar.

"DASH is beneficial even for people who have normal blood pressure or who have prehypertension. It can help keep

blood pressure from progressing to higher levels," McMurry says. Learn more about DASH at www.nhlbi.nih.gov/health/health-topics/topics/dash.

For more heart-healthy food ideas, visit healthyeating.nhlbi.nih.gov, which has nearly 200 recipes developed with input from professional chefs. "The recipes are tasty, heart healthy, and easy to make. They're meals the whole family will enjoy," McMurry says.

FOR HEALTHY BLOOD PRESSURE

- **Keep a healthy weight.** Ask your doctor if you need to lose weight.
- **Be physically active.** Get moving for at least 30 minutes most days of the week.
- **Eat a healthy diet.** Choose an eating plan rich in vegetables, fruits, whole grains, and low-fat dairy and low in saturated fat and added sugars.
- **Cut down on salt.** Many Americans eat more sodium (found in salt) than they need. Most of the salt comes from processed food (such as soup and baked goods).
- **Drink alcohol in moderation, if at all.** Men should have no more than 2 drinks a day; women no more than 1 drink a day.
- **Don't smoke.** Smoking raises your risk for heart disease, stroke, and other health problems.
- **Get a good night's sleep.** Tell your doctor if you've been told you snore or sound like you stop breathing briefly when you sleep—a possible sign of sleep apnea. Treating sleep apnea and getting a good night's sleep can help reduce blood pressure.
- **Take prescribed drugs as directed.** If you need drugs to help lower your blood pressure, you still should follow the lifestyle changes described above.

MHBP RESOURCES AND SUPPORT

MHBP offers many resources to support your healthy blood pressure, including:

- Digital online health coaching
- Transform care hypertension program
- Wellness incentive rewards for completing biometric screenings
- Wellness incentive rewards for controlling high blood pressure in members with hypertension

For more information, visit MHBP.com or contact MHBP at 800-410-7778 for Standard Option and Value Plan or call 800-694-9901 for Consumer Option.

Sources:

- National Institutes of Health: <https://newsinhealth.nih.gov/>
- MHBP.com



PLANS THAT MAKE
LIFE BRIGHTER.

DOES MHBP HAVE YOUR BACK? IT'S CERTAIN.

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.

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 \$1,200 for self only plans and up to \$2,400 for self plus one or family per year into an HSA for you to spend on your care. And preventive care is paid at 100 percent!

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.

Call us at 800-410-7778 or visit MHBP.com for more information about our plans.

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



Telehealth services through Teladoc® at no cost to you*



Lab work at no cost to you when performed at Quest Diagnostics™ or LabCorp®



Dedicated MHBP representatives available to assist you 24/7 (except major holidays)



*Qualifying life events allow individuals the chance to change their plan selection if one of the following life events occurs: marriage, birth, adoption, divorce, loss of health coverage, etc. This is a summary of the features of the Mail Handlers Benefit Plan (MHBP). Before making a final decision, please read the official 2020 Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the official 2020 Plan Brochure. For more information about MHBP plans, please refer to www.MHBP.com. ©2020 Aetna, Inc. All rights reserved.

MAIL HANDLERS TO RECEIVE NEGOTIATED WAGE INCREASE

Effective November 21, 2020 — the basic annual salary for each grade and step of Table One and Table Two shall be increased by an amount equal to 1% of the basic annual salary for the grade and step in effect on September 20, 2019. This is the second of three-scheduled general wage increases as outlined in the 2019 National Agreement. In addition to the general increases provided in Section 9.1, MHAs will receive an increase

of 1.0% annually, for a total of 2.0% effective November 21, 2020 as outlined in Article 9.7 of the 2019 National Agreement. For level 6 salary rates, please see the wage charts posted under Member Resources on the National website at www.npmhu.org.

On December 4, 2020, the USPS advised the NPMHU that the one-dollar (\$1.00) per pay period dues increase originally scheduled to be implemented to coincide

with the PP25-2020 wage increase will not be processed until PP03-2021 and reflected in paychecks on February 5, 2021. This delayed implementation will result in a retroactive dues adjustment of (\$4.00) to be processed on February 5, 2021. The dues amount for most members will be \$31 (thirty-one dollars) in Pay Period 03-2021 and will return to \$27 (twenty-seven dollars) in Pay Period 04-2021.

MAIL HANDLER WAGE RATES — EFFECTIVE NOVEMBER 21, 2020 (PP 25-2020)

Table 1 — Applicable to Career Appointments Prior to February 15, 2013

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY
88	AA	\$40,443	\$1,556	\$19.44	\$29.17	\$20.22	88	AA	\$42,135	\$1,621	\$20.26	\$30.39	\$21.07
88	A	\$45,237	\$1,740	\$21.75	\$32.62	\$22.62	88	A	\$46,936	\$1,805	\$22.57	\$33.85	\$23.47
88	B	\$51,269	\$1,972	\$24.65	\$36.97	\$25.63	88	B	\$53,380	\$2,053	\$25.66	\$38.50	\$26.69
44	C	\$54,121	\$2,082	\$26.02	\$39.03	\$27.06	44	C	\$56,309	\$2,166	\$27.07	\$40.61	\$28.15
44	D	\$58,318	\$2,243	\$28.04	\$42.06	\$29.16	44	D	\$59,142	\$2,275	\$28.43	\$42.65	\$29.57
44	E	\$58,654	\$2,256	\$28.20	\$42.30	\$29.33	44	E	\$59,508	\$2,289	\$28.61	\$42.91	\$29.75
44	F	\$58,999	\$2,269	\$28.36	\$42.55	\$29.50	44	F	\$59,880	\$2,303	\$28.79	\$43.18	\$29.94
44	G	\$59,333	\$2,282	\$28.53	\$42.79	\$29.67	44	G	\$60,236	\$2,317	\$28.96	\$43.44	\$30.12
44	H	\$59,677	\$2,295	\$28.69	\$43.04	\$29.84	44	H	\$60,607	\$2,331	\$29.14	\$43.71	\$30.30
44	I	\$60,016	\$2,308	\$28.85	\$43.28	\$30.01	44	I	\$60,977	\$2,345	\$29.32	\$43.97	\$30.49
34	J	\$60,364	\$2,322	\$29.02	\$43.53	\$30.18	34	J	\$61,341	\$2,359	\$29.49	\$44.24	\$30.67
34	K	\$60,697	\$2,335	\$29.18	\$43.77	\$30.35	34	K	\$61,705	\$2,373	\$29.67	\$44.50	\$30.85
26	L	\$61,041	\$2,348	\$29.35	\$44.02	\$30.52	26	L	\$62,068	\$2,387	\$29.84	\$44.76	\$31.03
26	M	\$61,380	\$2,361	\$29.51	\$44.26	\$30.69	26	M	\$62,438	\$2,401	\$30.02	\$45.03	\$31.22
24	N	\$61,722	\$2,374	\$29.67	\$44.51	\$30.86	24	N	\$62,808	\$2,416	\$30.20	\$45.29	\$31.40
24	O	\$62,059	\$2,387	\$29.84	\$44.75	\$31.03	24	O	\$63,167	\$2,430	\$30.37	\$45.55	\$31.58
	P	\$62,402	\$2,400	\$30.00	\$45.00	\$31.20		P	\$63,534	\$2,444	\$30.55	\$45.82	\$31.77

Table 2 — Applicable to Career Appointments on or after February 15, 2013

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY
52	BB	\$35,840	\$1,378	\$17.23	\$25.85	\$17.92	52	BB	\$37,403	\$1,439	\$17.98	\$26.97	\$18.70
52	AA	\$37,404	\$1,439	\$17.98	\$26.97	\$18.70	52	AA	\$38,941	\$1,498	\$18.72	\$28.08	\$19.47
52	A	\$38,964	\$1,499	\$18.73	\$28.10	\$19.48	52	A	\$40,478	\$1,557	\$19.46	\$29.19	\$20.24
52	B	\$40,529	\$1,559	\$19.49	\$29.23	\$20.26	52	B	\$42,016	\$1,616	\$20.20	\$30.30	\$21.01
52	C	\$42,089	\$1,619	\$20.24	\$30.35	\$21.04	52	C	\$43,552	\$1,675	\$20.94	\$31.41	\$21.78
52	D	\$43,654	\$1,679	\$20.99	\$31.48	\$21.83	52	D	\$45,090	\$1,734	\$21.68	\$32.52	\$22.55
52	E	\$45,215	\$1,739	\$21.74	\$32.61	\$22.61	52	E	\$46,626	\$1,793	\$22.42	\$33.62	\$23.31
52	F	\$46,780	\$1,799	\$22.49	\$33.74	\$23.39	52	F	\$48,165	\$1,853	\$23.16	\$34.73	\$24.08
52	G	\$48,342	\$1,859	\$23.24	\$34.86	\$24.17	52	G	\$49,700	\$1,912	\$23.89	\$35.84	\$24.85
52	H	\$49,903	\$1,919	\$23.99	\$35.99	\$24.95	52	H	\$51,238	\$1,971	\$24.63	\$36.95	\$25.62
52	I	\$51,464	\$1,979	\$24.74	\$37.11	\$25.73	52	I	\$52,773	\$2,030	\$25.37	\$38.06	\$26.39
52	J	\$53,025	\$2,039	\$25.49	\$38.24	\$26.51	52	J	\$54,312	\$2,089	\$26.11	\$39.17	\$27.16
52	K	\$54,589	\$2,100	\$26.24	\$39.37	\$27.29	52	K	\$55,848	\$2,148	\$26.85	\$40.28	\$27.92
52	L	\$56,153	\$2,160	\$27.00	\$40.49	\$28.08	52	L	\$57,386	\$2,207	\$27.59	\$41.38	\$28.69
52	M	\$57,714	\$2,220	\$27.75	\$41.62	\$28.86	52	M	\$58,924	\$2,266	\$28.33	\$42.49	\$29.46
52	N	\$59,277	\$2,280	\$28.50	\$42.75	\$29.64	52	N	\$60,462	\$2,325	\$29.07	\$43.60	\$30.23
52	O	\$60,840	\$2,340	\$29.25	\$43.88	\$30.42	52	O	\$61,996	\$2,384	\$29.81	\$44.71	\$31.00
	P	\$62,402	\$2,400	\$30.00	\$45.00	\$31.20		P	\$63,534	\$2,444	\$30.55	\$45.82	\$31.77

MAIL HANDLER ASSISTANT (MHA) HOURLY WAGE RATES

Effective November 21, 2020 (PP 25-2020)

MHA Grade 4 — \$16.87

MHA Grade 5 — \$17.77

NATIONAL POSTAL MAIL HANDLERS UNION

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

DECEMBER 31, 2019 AND 2018

ASSETS

	2019	2018
CURRENT ASSETS		
Cash and cash equivalents	\$9,978,337	\$10,295,887
Accounts receivable - local unions	50,562	59,985
Accounts receivable - other	1,269,691	1,421,885
Tax refunds receivable	1,647,788	1,720,647
Interest receivable	62,471	69,406
Loans to local unions	0	57,303
Prepaid expenses	221,910	290,249
Total current assets	13,230,759	13,915,362
INVESTMENTS		
Marketable securities — at fair value	7,517,308	7,650,945
FIXED ASSETS		
Furniture, fixtures and equipment	1,958,930	2,181,710
Leasehold improvements	488,782	291,600
	2,447,712	2,473,310
Accumulated depreciation and amortization	(1,481,254)	(1,822,006)
Total fixed assets	966,458	651,304
OTHER ASSETS		
Inventory of promotional items	—	13,571
Deposits	223,279	194,509
Total other assets	223,279	208,080
TOTAL ASSETS	\$21,937,804	\$22,425,691

LIABILITIES

CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$2,512,268	\$2,699,989
Dues collected for local unions	118,987	22,485
Deferred dues revenue	36,469	8,798
Deferred rent liability	46,188	56,115
Total current liabilities	2,713,912	2,787,387
LONG-TERM LIABILITIES		
Deferred rent liability	37,686	19
Security deposit — sublease	0	9,377
Net unfunded pension (asset) liability	(590,942)	1,223,586
Total long-term liabilities	(553,256)	1,232,982
TOTAL LIABILITIES	2,160,656	4,020,369
NET ASSETS WITHOUT DONOR RESTRICTIONS	19,777,148	18,405,322
TOTAL LIABILITIES AND NET ASSETS WITHOUT DONOR RESTRICTIONS	\$21,937,804	\$22,425,691

STATEMENTS OF ACTIVITIES

	2019	2018
REVENUE		
Per capita assessments		
Member per capita	7,143,157	7,087,454
Associate per capita	1,008,350	1,013,875
	8,151,507	8,101,329
MHBP service fee	5,122,008	5,615,412
Investment return, net	756,628	35,565
National Billing Program	146,319	147,448
Royalties	274,618	290,163
Rental income	107,186	176,320
Sale of promotional items	20,091	29,134
Miscellaneous	33,021	32,575
Total revenue	14,611,378	14,427,946
EXPENSES		
Per capita taxes	2,402,539	2,433,965
Salaries and wages	3,105,555	3,354,497
Payroll taxes and employee benefits	1,560,906	1,677,327
Net periodic pension cost — service cost	306,817	304,571
Other components of net periodic pension cost	143,492	206,846
Revenue Sharing Program, net	1,868,275	2,074,876
Income and property taxes	1,191,261	1,285,012
Automobile and housing	117,541	112,325
Bank charges	70,264	52,296
Charitable contributions	27,758	43,206
Computer services	82,667	77,877
Convention	579	7,361
Depreciation and amortization	260,514	243,420
Insurance and bonding	37,416	34,312
Leased equipment	31,315	34,922
Meetings and conferences	287,879	246,716
Miscellaneous	4,994	4,764
Office supplies and postage	180,074	155,345
Printing and publications	438,618	364,611
Professional fees	769,709	623,686
Promotional items	25,161	27,821
Rent	850,078	880,989
Repairs and maintenance	61,853	46,993
Scholarships	44,500	51,000
Telephone	67,388	81,146
Travel and lodging	517,236	386,825
Total expenses	14,454,389	14,812,709
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	156,989	(384,763)
Pension-related changes other than net periodic pension cost	1,214,837	(363,316)
DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	1,371,826	(748,079)
NET ASSETS WITHOUT DONOR RESTRICTIONS		
Beginning of the year	18,405,322	19,153,401
End of the year	19,777,148	18,405,322



LOOKING FORWARD TO 2021

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

The year 2020 is almost over, but it is leaving an everlasting impression on the world. The U.S. elections are basically over (except for Georgia). The pandemic is still causing chaos in our nation. The abnormal is still abnormal. We have been promised a vaccine to combat the virus. Yet, we are having to adjust to a “new life as usual.” This is not the easiest thing to do or accept. But we can and will.

Mail Handlers are very clever and adaptable people. We have some of the

world's greatest minds. Believe me, I have seen us in action in my extensive time as a Union representative. I have heard some of the most innovative stories when present in a Pre-Disciplinary Interview. Some of the stories that we hear would make our member a best-selling author in the fiction category. It takes all that you have to keep a straight face. You have a greater appreciation for the level of creativity that your grievant has. Something to smile about. This is one of those moments

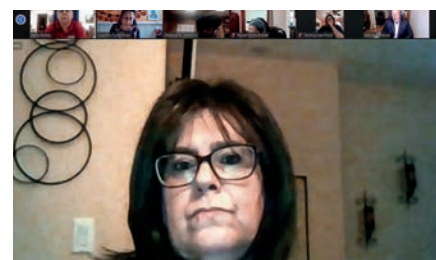
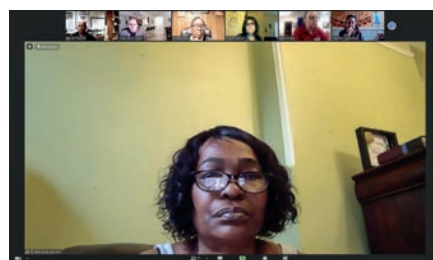
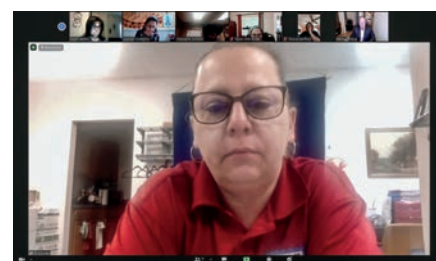
that allow you to exhale. Breathe again. Breathe out. Release all of that pent-up anxiety and frustration.

Let's start looking forward in expectation as we await 2021. There are many unknowns, but you can rest assured that we will endure. I have seen our workplaces become places of quarantine and higher numbers of COVID exposure. I have seen employees forced to work in close proximity with one another because there isn't always enough room for social distancing. But somehow, we continue to do what Mail Handlers do, ADAPT!

To adapt is to become adjusted to new conditions. The conditions that we face are new and uncharted territory, but we're still here. We are apprehensive and concerned about our safety and the safety of our families and co-workers, yet we report to work because we are essential. Essential to this new “life” that we are living. The option to work from home is not an option for our craft employees. Trucks cannot be loaded or unloaded from the comfort of our couches. We can't park our forklifts in our garages while waiting to make dispatch times. We are Mail Handlers who must face today's challenges in person. We must be prepared for the ever changing schedules and demands of life.

Remote learning. High demand for hand sanitizer and paper products. The small things that require a large amount of thought. You realize that you can't take anyone for granted. You begin to see and realize the value of





Merry Christmas and a Blessed New Year to our NPMHU family!

your fellow man. You become appreciative of the subtle differences that make you unique from everyone else. You see how far a nice word or gesture can go. So, as we enter into the holiday season, we have an untraditional Thanksgiving. Most of us normally have large family gatherings and may travel long distances to visit relatives. But because of COVID, our usual plans

are side-lined and we had to think out of the box. We still ate our traditional favorites and love on our family and friends. We were able to see what we are truly thankful for.

It's beginning to look a lot like Christmas and we are excited. We understand the gifts of life, health, family and friends are more important than the physical high price stuff. Yes,

we still want some of the fun stuff, but again 2020 forced us to look again at what is important.

It's a gift to be a part of this great Union, filled with my awesome Brothers and Sisters. We have all made it through this year under the guidance of great leadership and purpose. Let's look ahead to greater things in 2021. You deserve it!!

UNION STEWARD

RESOURCES UPDATED

The NPMHU website (npmhu.org) provides valuable information for our members and stewards. The main page of the website is continually updated to reflect the most recent news affecting mail handlers across the country. Within the website, under the heading MEMBER RESOURCES, is a plethora of archives and databases which are accessed by password only. This is called “MAILS” (MAIL HANDLER ARCHIVE INTERACTIVE LIBRARY SEARCH) and SHOP STEWARD RESOURCES.

To access this database, you must first register with the NPMHU. This is done right at the beginning of the MAILS access. (As mentioned at the virtual SAMLU in November 2020, because of the vast number of users we have in this database, **we have decided to delete all users who show zero activity in the last ten years.** If your name was deleted by mistake, please re-register.)

The National Office has recently performed a redesign of this MAILS subpage. This redesign is concentrated on simplifying the design and modernizing the content to include updating out of date USPS Publications and Manuals. Most USPS manuals change over time and the NPMHU is committed to trying to keep the most current manuals posted to help our stewards and members have the most recent and accurate information needed in enforcement of the National Agreement. This most recent update has ELM version 49.

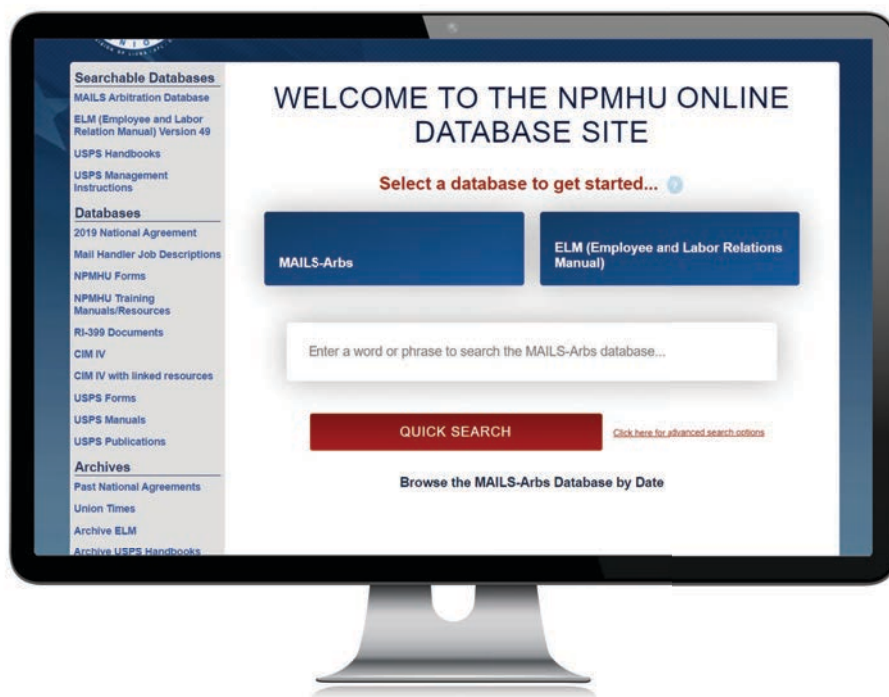
Other changes on the MAILS page include the following:

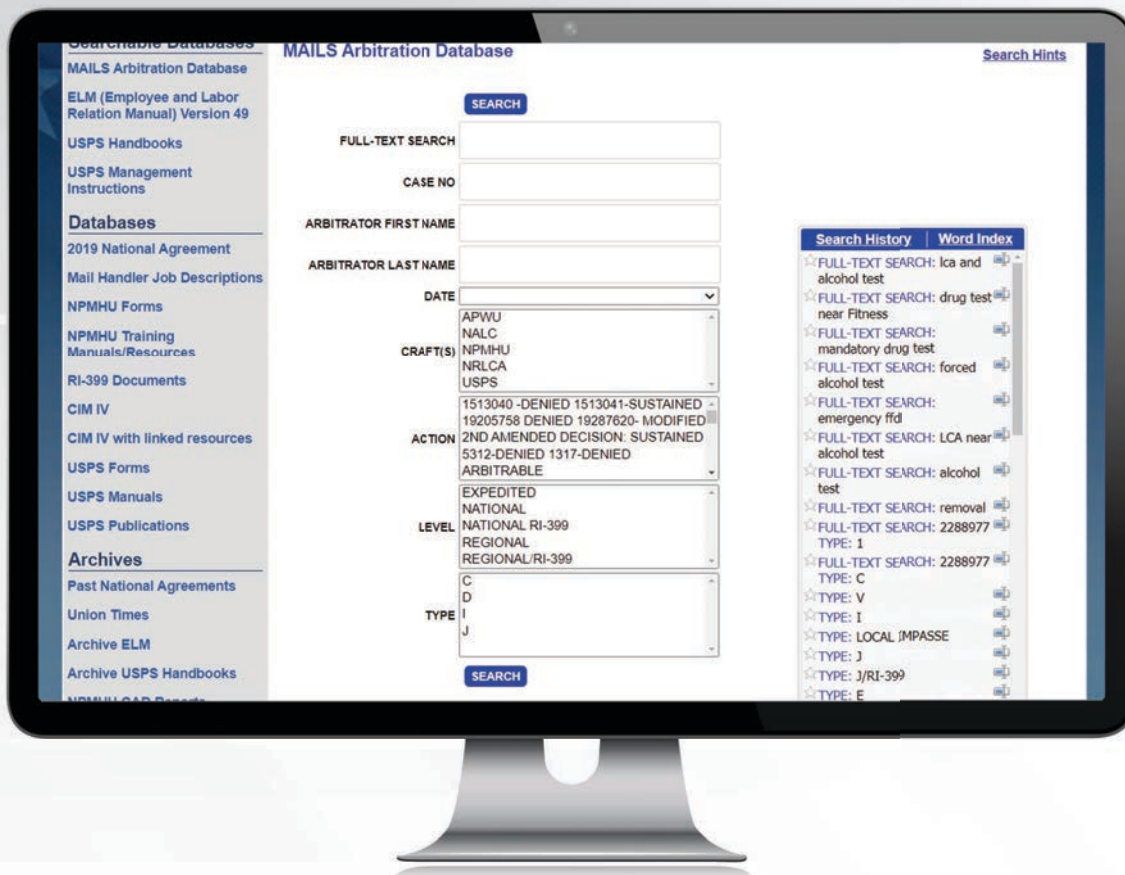
- The landing page is simplified and has a different look;
- The help hints have been re-worded to simple layman terms;
- The sidebars with links to the ELM, National Agreement, CIM, and many other resources has been simplified, updated and re-organized;
- We have created a new link on the sidebar where we will now store archived items, including past National

Agreements, the Union Times Newsletter, old ELMs, handbooks and manuals, CAD reports, NPMHU membership recruitment material, etc.; and

- The request for information forms have been updated and/or simplified.

The redesign was tailored to suit the needs of the membership — particularly our representatives in the field — by making the page easier to navigate and search. When you log in to the MAILS page you will now see this screen shown below:





While the format of the screen has been changed, the functionality of the page has not. Rather than the old way of having to dive deeper into the page to search the ELM, or MAILS, you can now directly search either one of these often-used databases immediately. If you want to perform an advanced search, you still have that option by clicking either the “quick search” or “advanced search” buttons on the MAILS landing page. This will lead you to the page shown above:

This advanced search is designed to help whittle down the number of results you might get, and to help you search more precisely. While there are technical terms to describe how you perform this type of search (Boolean operators), the search hint button on the top right of this page or the guide below will help you with searching to find the best result. The “Search Hints” button on the top right of this page

has been modified and these hints hopefully are easier for our members to understand.

For the best results, start with a word you need, and then keep adding key words or “operators” to narrow your search. Unless you want to read several thousand arbitrations, the word “removal” is not going to get you what you need. Just typing the word “removal” produced 3935 results when this article was being written. The hints below are designed to help you get the results you are seeking.

When you perform any of the searches as explained below, you will get a screen as shown below. This screen tells you a lot of things.

SINGLE EXACT WORD SEARCHES:

To find documents with the exact word, simply enter only the word into the Search Dialogue box.

Do not use symbols, italics, parentheses or quotation marks. For example:

- **Holiday** (This resulted in 873 hits)
- **Altercation** (This resulted in 439 hits)
- **Theft** (This resulted in 266 hits)

Typically, you will find that single word searches result in too many results. Your search will probably need to be pared down by using one of the examples below.

SEARCHING AN EXACT PHRASE OR A SERIES OF WORDS:

Simply enter the desired phrase or series of words with no symbols, italics, parentheses or quotation marks. The multiple word phrase will be **searched in the exact order you type them.** For example:

- **Holiday overtime** (This resulted in 20 hits)
- **verbal altercation** (This resulted in 108 hits)

- **mail theft** (This resulted in 23 hits)

You will find that these searches did indeed help you reduce the number of “hits” you achieved. But there are other ways to get even more precise results.

SEARCHING MULTIPLE WORDS OR PHRASES USING THE BOOLEAN OPERATORS “AND”, “OR” AND “NOT”

The MAILES *precise* search method utilizes Boolean Operator syntax. Boolean Operators are words used to get more precise searches. Some examples of Boolean Operators searches are:

- **Holiday AND overtime** (This resulted in 602 hits)
- **Verbal AND altercation** AND discipline (This resulted in 233 hits)

- **Mail AND theft AND vandalism** (This resulted in 6 hits)

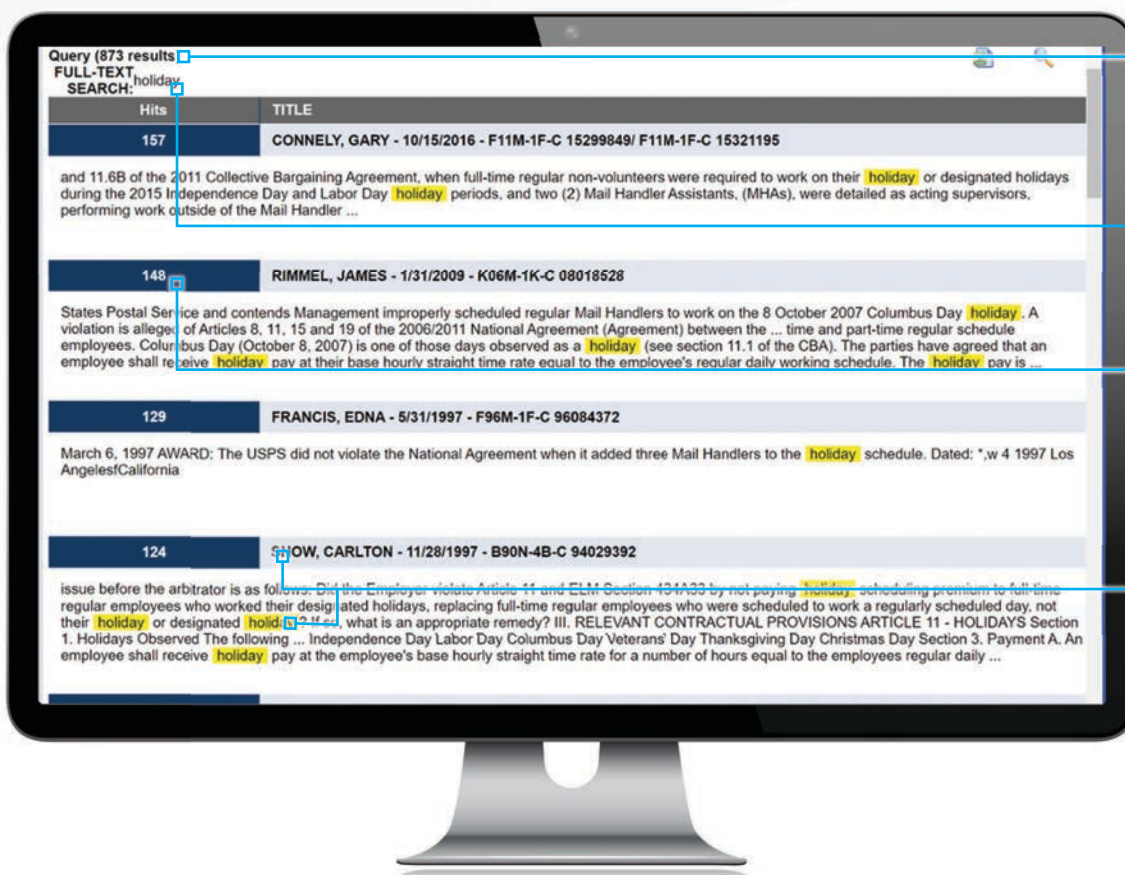
The searches above will give you documents with the most instances of either of the words. The word **AND** is not a part of the search. However, the results you get (in the first example) might be a lot of instances of one word and very few instances of the other word. **Holiday** and 502 instances of **the other word**.

The **NEAR** operator is used when you want to require that certain terms appear **in the same sentence or paragraph of the document**. The use of the word “**NEAR**” generally requires the term following it to occur within certain distance of the preceding word in the search; in MAILES, using the word “**NEAR**” requires the terms to be within a predetermined amount of words from

each other, in either direction. **Joining words by NEAR gives you fewer document(s) hits** than using the word “**AND**” because it requires the words to be closer together.

- **Holiday NEAR overtime** (this resulted in 313 hits)
- **Verbal NEAR altercation NEAR discipline** (this resulted in 5 hits)
- **Mail NEAR theft NEAR vandalism** (this resulted in 0 hits)

As with anything else, you cannot learn to use this valuable resource if you do not try it out. We hope you give this redesigned portion of our webpage a test drive. If you have any questions or concerns, please contact any CAD staff member, or your Regional Director.



A This shows the number of documents which you can read that contain your search.

B This shows the word(s) or specific search you typed in for this search.

C Each document result shows separate. This tells you how many times your search is contained in this document.

D This line shows the Arbitrator's name, date of decision and GATS numbers from your search. Additionally, you see your key words highlighted in a piece of the actual award.

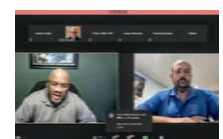
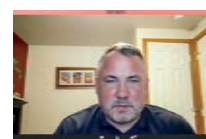
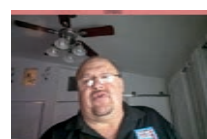
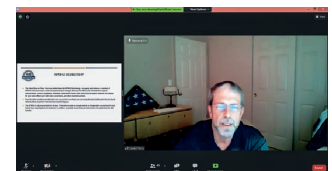
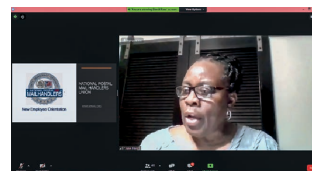
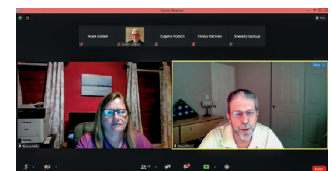
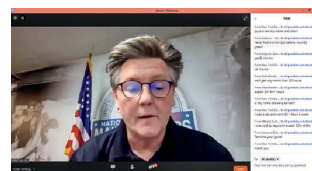
VIRTUAL

O R I E N T A T I O N S

On November 7, 2020, the USPS began the practice of hosting virtual orientations for newly hired employees. The National Postal Mail Handlers Union has initiated a National Level grievance concerning the Postal Service's unilateral implementation of its Peak Season Virtual Orientation programs.

In the NPMHU's view, the Postal Service's unilateral implementation of these Virtual Orientation programs (and the Postal Service's subsequent control over the program) violates Articles 5, 17.5, and 17.6 of the National Agreement. Article 5 is violated by the employer's unilateral changes to the prior practices and programs for new employee orientation without bargaining with and acceptance by the NPMHU, and Article 17 is violated by failing to provide union representatives with an ample opportunity (a) to meet with new, bargaining unit employees and (b) to assist those new employees with joining the union, authorizing dues checkoff, and making important decisions about certain benefit programs. Nonetheless, NPMHU officials have participated in each of twenty-three orientation sessions in front of 16,000 MHAs since early November.

Many thanks to Regional Vice Presidents John Gibson, June Harris, and Don Sneesby, CAD Representatives David Ross, Don Gonzales, Eugene Horton, Tom Ruther, Eileen Mills, and NST Michael Hora for the on-camera presence. In addition, thanks to all NEB Members and CAD Representatives for the off-camera assistance fielding hundreds of questions from the new MHAs with the chat Q&A tool.



RETIREMENTS, APPOINTMENTS AND PROMOTIONS AT THE NPMHU

The National Postal Mail Handlers Union will experience a flurry of transitions in the coming months starting with the Contract Administration Department (CAD) in the National Office. Representatives Kevin Fletcher and Bobby Blum have announced their retirements. Brother Fletcher will retire effective on February 26, 2021. Bobby Blum's retirement will be effective in June 2021.

Kevin Fletcher began his career as a Mail Handler in 1988 at the Charleston, WV P&DC. Brother Fletcher served the local membership in many roles including Branch President, Arbitration Advocate, State Executive Board Member, Vice President, and Local 305 President. Kevin also served as Eastern Region Vice President on the National Executive Board. In 2015 he joined the HQ team as a National CAD Representative. During his time at the National Office, he served as the NPMHU's RI-399 NDRC and Article 12 Task Force representative. He served on the National Negotiations Teams for bargaining over our last two National Contracts and has been instrumental in the success of the CAD.

Bobby Blum started as a Mail Handler in 1981 at the New Jersey International/Bulk Mail Center. He served as Branch President of the Monmouth (NJ) Branch from 1990 to 2012. He was elected Recording Secretary of Local 300 in 1999, a position he held until 2002, when he started to serve as Local 300 Vice President. In August 2014, Bobby was appointed to the National CAD in Washington D.C., where he serves as the Assistant to the National President. Brother Blum also has served the union in many additional roles over the years.

With Kevin's impending retirement, President Hogrogian has made several appointments within the Regional and National Contract Administration staff. The National President has appointed Northeastern Regional Director Tom Ruther to serve as a National CAD Representative effective February 27, 2021.

Tom has been a Mail Handler for over 25 years, and has served the NPMHU at the Local, Regional, and National levels in numerous positions. Tom has served as the CT State Executive Board Member in Local 300. He was also the Branch President of the Stamford, CT Branch for three years. He has been a delegate to both NPMHU and LIUNA Conventions and is a seasoned arbitration advocate. At the

National level, Tom has served on the RI-399 Swat Team since 2004. Most recently, Tom served as the Northeast Regional Representative since 2012, with a jurisdiction that includes Locals 300, 301, 308 (Southern NJ), 309 (Upstate NY), and 313. Brother Ruther's transition to National CAD will help to maintain the strength of the Department.

With Brother Ruther leaving his Regional position, President Hogrogian next appointed Patrick Donovan to CAD as Northeastern Regional Director. Brother Donovan started his career as a Mail Handler at the Southern ME P&DC in 2006. Since 2008 he has served Local 301 as a Shop Steward, Branch President, (Southern Maine P&DC), and Recording Secretary. Patrick was a Delegate to the 2016 NPMHU National Convention. He is a skilled arbitration advocate with extensive experience in Article 12, FMLA, LMOU, RI-399 and OWCP matters. He has also completed Labor Studies courses through The Labor Guild of Boston. Brother Donovan is a Veteran of the United States Marine Corps.

National President Paul Hogrogian also made four appointments to the NPMHU's Committee on the Future (COTF). Kevin Tabarus, President of Local 300 (Metro New York, Northern New Jersey, and Southern Connecticut); Dan St. Marie, President of Local 301 (New England region including MA, NH, VT, RI, & most of CT); Anthony Coleman, President of Local 302 (Northern California and Reno, Nevada); and James (JC) Morris, President of Local 317 (Alabama) will be joining the Committee. These appointments continue to ensure that the COTF accurately reflects the NPMHU Local Union structure, and its membership alike. "It is imperative that the make-up of the Committee represents all of our membership and will encompass a diverse line-up of representatives from all walks of life, including locals large and small," said President Hogrogian.

The National Postal Mail Handlers Union must be prepared to challenge the never-ending threats to our work and the services that we provide. The challenges facing the United States Postal Service and all bargaining unit employees are vast, but not insurmountable, and these challenges include political forces from within and external to the organization. The most recent ten months were like no other in recent memory. With the help of Mail Handlers, the USPS successfully handled a

CAD RETIREMENTS



KEVIN FLETCHER



BOBBY BLUM

CAD APPOINTMENTS



TOM RUTHER



PATRICK DONOVAN

STAFF RETIREMENTS



MITZI MONTEMORE



DEB MEYERS

critical election in the grip of a pandemic. We implemented a new National Agreement that eliminated non-union casual employment as parcel volume surged. We must continue to look forward, adapt, and prepare for what the future holds. This is the challenge of the Committee on the Future.

Kevin Tabarus started as a Mail Handler in 1987. He became a shop steward in 1990 in Hicksville, on Long Island, NY, and was later certified as the Chief Steward of the Mid Island P&DC. In 2001, Brother Tabarus was appointed as Branch President of the NY PMPC/NY L&DC (now Bethpage P&DC) Branch and was elected to that position in 2002 & 2005. He was Branch President at Bethpage until 2007, when Kevin joined the Local 300 Executive Board as Treasurer. He was elected to that position in 2008, and re-elected in 2011 and 2014. Brother Tabarus began his tenure as Local 300 President in 2015, a position he continues to hold today.

Dan St. Marie began his career as a Mail Handler in 1994 at the Springfield BMC-GMF. Since 2004, Brother St. Marie has served Local 301 as a Shop Steward, Branch President, Vice President, and currently serves as Local 301 President. Brother St. Marie has attended numerous trainings at both the National and Local level. He served on the Field Negotiating Committee for the 2019 National Agreement. He has served as an Arbitration Advocate and has experience in Article 12, LMOU Negotiations, MAP, and RI 399. Brother St. Marie holds a Bachelor of Science in Business Administration.

Tony Coleman has been a Union representative for 23 years. He has been serving the membership as President of Local 302 for 4 years. Prior to that he served as Local 302 Treasurer and Sacramento Branch President since 2011. Tony was selected as a delegate to the 2012, 2016, and 2020 NPMHU National Conventions, and supported the conventions by serving on the Credentials, Resolutions, and Constitution committees. Brother Coleman is a proud Air Force veteran. He received his associate degree from the Community College of the Air Force in Intelligence Collection, and went on to earn his Bachelor of Science in Computer Management Information Systems from University of Maryland University College.

James (JC) Morris entered the United States Postal Service as a Mail Handler in the Birmingham P & DC in 1988 where he quickly aspired to be a Shop Steward. JC's desire to aide and represent Alabama's Mail Handlers put him on a course to the Local 317 Executive Board. Brother Morris acquired and held the position of State Executive Board Member for three consecutive terms. In 2014, James was elected as Local 317 President, a position he has held since. James was selected as a delegate for the 2016 and 2020 Conventions and has served on the Rules Committee. Brother Morris is a skilled representative and advocate.

Brothers Tabarus, St. Marie, Coleman, and Morris bring an array of diversified experiences to the table and we are

COTF APPOINTMENTS



KEVIN TABARUS



DAN ST. MARIE

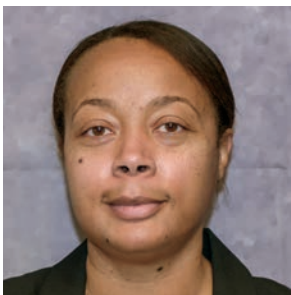


ANTHONY COLEMAN



JAMES MORRIS

STAFF APPOINTMENTS



KEANNA WHITLOCK



RACHELLE CLARK



WILMA BREEDEN

honored to have them join the Committee. The COTF will next meet in June of 2021. “I am confident that the addition of Kevin, Danny, Tony and JC will serve to sustain the expertise and forward-thinking capabilities of the group into the future” said Hogrogian.

In addition to the CAD and COTF changes, there are several staff position changes occurring within our headquarters office. Comptroller Mitzi Montemore and Membership Service Director Deb Meyers are leaving us in 2021. Mitzi will retire on March 31, 2021, and Deb will retire on June 30, 2021. Between them, they have nearly 45 years of time with the NPMHU. Mitzi’s first stint with the Mail Handlers began in 1992. After a brief spell with the Teamsters, she returned to the NPMHU in 2013. As Comptroller, she was instrumental in ensuring our compliance in all matters financial. Deb’s career with the Mail Handlers Union began in 1995; she recently surpassed her 25th anniversary with the organization. Deb started as a clerk in our accounting department before transitioning to the Manager of Membership Services. Deb has guided the department through a myriad of technological upgrades and data management challenges since transitioning to the MS department. Both Mitzi and Deb wore many hats and always answered the call of duty. Whether complex, like working on the Convention planning team’s massive financial reports, or mundane like assembling books for the Legislative Conference, they always gave one hundred percent. Both worked for at least three National Presidents and did time in each of our last three locations in Washington, DC. Some might say they know where the bodies are buried. Both Deb and Mitzi are looking forward to spending more time with their grandchildren. Deb will retire in North Carolina and Mitzi will remain local and looks forward to traveling more.

These staff retirements have enabled some opportunities within the NPMHU accounting department. Keanna Whitlock will transition to NPMHU Comptroller, and Rachelle Clark will head up the Membership Services Department. Both Keanna and Rachelle bring extensive experience to their new positions. Rachelle started with the Mail Handlers in 2002 and Keanna joined the organization in 2006. Finally, the NPMHU is pleased to announce the newest addition to the NPMHU team, Wilma Breeden. Wilma began fulltime employment with the Mail Handlers Union in July 2020 as a staff accountant and is a great addition.

Please join us in wishing Kevin Fletcher, Bobby Blum, Mitzi Montemore and Deb Meyers the very best in their forthcoming retirements, and please congratulate Patrick Donovan and Tom Ruther on their new positions in the CAD, Local Presidents Kevin Tabarus, Dan St. Marie, Tony Coleman, and JC Morris on their appointment to the COTF, and to Keanna Whitlock, Rachelle Clark and Wilma Breeden on their new positions in our National Office.

NPMHU Arthur S. Vallone SCHOLARSHIP

The NPMHU is pleased to announce the opening of 2021 Arthur S. Vallone Scholarship Award year. Beginning in November the Application for the Vallone Scholarship will be available to Career Mail Handlers and their families.

The Scholarship program has been providing assistance to deserving recipients since 2001. In February 2005, the program was renamed in honor of Arthur S. Vallone. Arthur had served the NPMHU with distinction for over twenty-five years at his untimely passing in January 2005. Arthur was a true believer in the Union Movement, and a tireless advocate for Mail Handlers and all working people. His list of accomplishments and contributions to the NPMHU is lengthy. The National Postal Mail Handlers Union is proud to honor the legacy that Brother Vallone has left behind.

Scholarships are the source of encouragement towards education and research for the students that receive them. They are provided to the deserving candidates who are interested in college education,

research, and technical expertise. The significance of scholarships is such that even educational institutions, Labor Organizations, and their members, are highly interested due to the benefits that come along with these awards. Scholarships motivate and encourage students to think of further studies and achieve great goals. These are just a few reasons why the Arthur S. Vallone Scholarship program is significant to our career craft members and their families.

Please take some time to visit the NPMHU National website at www.npmhu.org where you can download the Arthur S. Vallone Scholarship application. The program will award a minimum of 15 scholarships (3 per region) in the annual amount of at least \$1,000, renewable for up to four (4) years or until the completion of the undergraduate degree, whichever occurs first (for a maximum of \$4,000 per recipient over 4 years). We Hope you will take some time to learn more about the educational opportunities available to Mail Handlers and their families.



Also available to Mail Handlers and their families are a various education benefits offered through Union Plus www.unionplus.org. Union Plus currently has 3 Education offerings, each offering has its own degree offering, application process and rules and regulations. We encourage Mail Handlers and their families to tap into these benefits uniquely designed for union families. Please take some time to visit the Union Plus website to learn more about the education benefits along with a plethora of benefits and savings all designed for Union households.

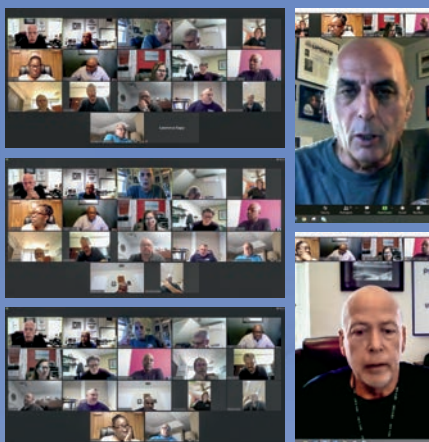
Free College — In a partnership with Eastern Gateway Community College qualified applicants can earn an Associate Degree in several degree programs. Also available is a certificate program in several concentrations. Details about the Free College benefit can be found at: <https://www.unionplus.org/benefits/education/free-college>

Bachelor's Degree Program — In a partnership with Central State University qualified applicants can apply to attend college at no cost. Degree programs such as Business Management, Teacher Education (Pre-K – 5th Grade) or Criminal Justice are all offered through this program. Information and details about the bachelor's degree Program can be found at: <https://www.unionplus.org/benefits/education/free-college>

Union Plus Scholarship — Union Plus has been offering their scholarship to Union members since 1991. Awards for the Union Plus Scholarship range from \$500 to \$4,000; they are a one-time offering and eligible students may re-apply each year. Application and details regarding the Union Plus Scholarship can be found here: <https://www.unionplus.org/benefits/education/union-plus-scholarships>

MAIL HANDLERS

ACROSS THE COUNTRY



NPMHU CONTRACT ADMINISTRATION DEPARTMENT

Members of the NPMHU CAD staff have been collectively doing amazing work over the past year with COVID limiting their ability to gather in-person to plan, strategize and move the organization forward. The CAD has easily adapted to the new norm by holding frequent strategy meetings and collaborating virtually over ZOOM.



LOCAL 300 COUNCIL MEETING

Local 300 held its biweekly council meeting to update local officers on current issues. Local President Kevin Tabarus ran a tight meeting speaking on issues such as COVID, postal relations and local business strategies. Members of the National Executive Board; National Secretary-Treasurer Michael Hora and Northeastern Vice President David Wilkin also attended the meeting and offered input on several important issues. During the meeting President Tabarus announced the Westchester Branch won Local 300 Branch of The Year.



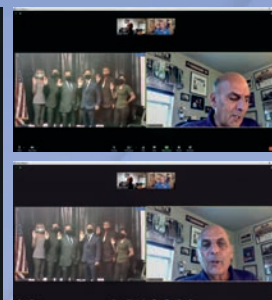
LOCAL 318 COUNCIL MEETING

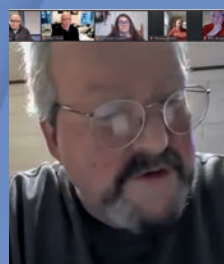
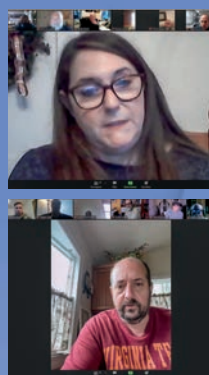
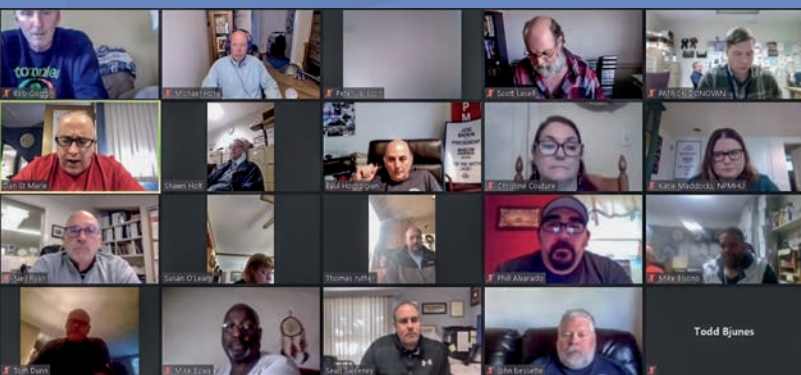
Local 318 President Nick Mosezar hosted the Local 318 Council Meeting virtually. Local President Mosezar discussed several topics of importance and ran a tight meeting with members of his local. Also, in attendance and offering valuable input were National President Paul Hogrogian and National Secretary-Treasurer Michael Hora.



LOCAL 320 INSTALLATION OF OFFICERS

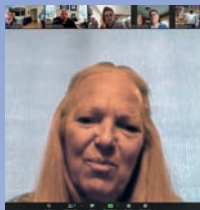
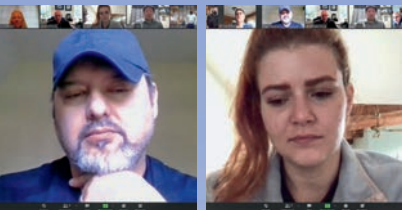
A Masked Local 320 Executive Board were sworn in at their headquarters virtually. Newly elected Local 320 President Bernie Gonzalez and his Executive Board were present as National President Paul Hogrogian swore in the new Executive Board while Western Region Vice President Don Sneesby offered special remarks and congratulations. Newly installed Local 320 Officers include: (l-r) Recording Secretary Laurie Hernandez, SEBM Aaron Hernandez, Treasurer Arturo Aguilar, President Bernie Gonzalez, Vice President & Branch President (Phoenix, AZ) Shawn Garey, and Branch President (Tucson, AZ) Abigail Frymier.





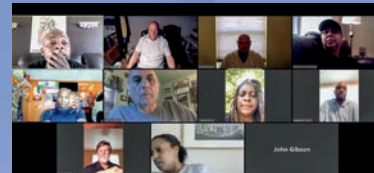
LOCAL 301 COUNCIL UPDATE

Local 301 held its December council update in a virtual setting. Vice President Sean Sweeney kicked off the session. Next Local President Dan St. Marie introduced guests including President Hogrogian, NST Michael Hora, Northeast Vice President David Wilkin, Legislative Director Katie Maddock and CAD Northeast Regional Director Tom Ruther. Each provided a brief update on current issues facing the craft. Attendees also received a presentation by Local 301 General Council, Jocelyn Jones.



LOCAL 316 INSTALLATION OF OFFICERS

Local 316 President and Western Region Vice President Don Sneesby conducted their Installation of Officers socially distanced over ZOOM. The Oath of Office was read by National President Paul Hogrogian and special remarks were given by National Secretary-Treasurer Michael Hora. Also making a special appearance at the event was retiring Local 316 Treasurer Irene Lowery. Local Officers Sworn in: Local 316 President and Western Region Vice President Don Sneesby, Local 316 Vice President & Branch President (Seattle, NDC) Gene Rezac, Local 316 Treasurer Deborah Retter, Local 316 Recording Secretary & Branch President (Spokane, P&DC) Timothy Kovac, Local 316 SEBM & Branch President (Seattle, P&DC/PMA) Shaun Bezella, Local 316 SEBM & Branch President (Anchorage, P&DC) Steven Kim and Local 316 Branch President (Tacoma, P&DC) Kathryn Triggs.

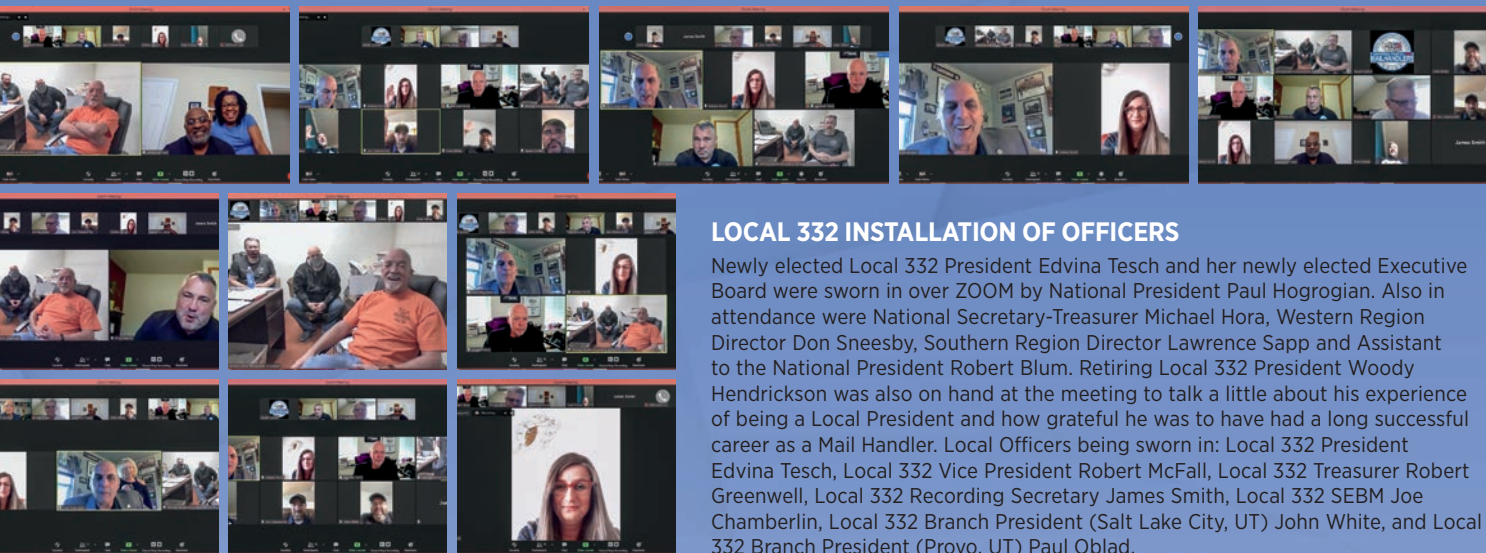


LOCAL 334 INSTALLATION OF OFFICERS

Local 334 President Sheldon Adams and his Executive Board were sworn in virtually over ZOOM. National President Paul Hogrogian did the honor of swearing in the Local 334 Executive Board while National Secretary-Treasurer Michael Hora and Eastern Region Vice President John Gibson offered comments following the swearing in. Local Officers being sworn in: Local 334 President Sheldon Adams, Local 334 Vice President Kent Holliday, Local 334 Treasurer Alexander Adams, Local 334 Recording Secretary Boris Elkins, Local 334 SEBM John Delgrosso, Local 334 Branch President (Columbia, SC) Ottavia Sas, Local 334 Branch President (Charleston, SC) Lisa Taylor, Local 334 Branch President (Florence, SC) Sophia McDowell, and Local 334 Branch President (Greenville, SC) Michael Howell.

MAIL HANDLERS

ACROSS THE COUNTRY



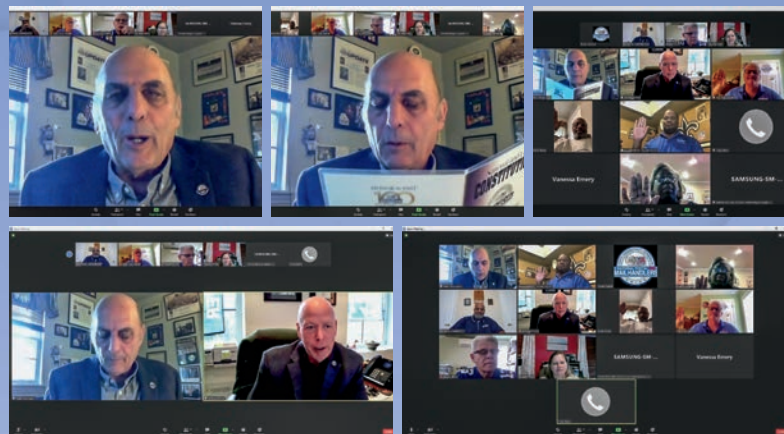
LOCAL 332 INSTALLATION OF OFFICERS

Newly elected Local 332 President Edvina Tesch and her newly elected Executive Board were sworn in over ZOOM by National President Paul Hogrogian. Also in attendance were National Secretary-Treasurer Michael Hora, Western Region Director Don Sneesby, Southern Region Director Lawrence Sapp and Assistant to the National President Robert Blum. Retiring Local 332 President Woody Hendrickson was also on hand at the meeting to talk a little about his experience of being a Local President and how grateful he was to have had a long successful career as a Mail Handler. Local Officers being sworn in: Local 332 President Edvina Tesch, Local 332 Vice President Robert McFall, Local 332 Treasurer Robert Greenwell, Local 332 Recording Secretary James Smith, Local 332 SEBM Joe Chamberlin, Local 332 Branch President (Salt Lake City, UT) John White, and Local 332 Branch President (Provo, UT) Paul Oblad.



LOCAL 321 INSTALLATION OF OFFICERS

Local 321 Errol (Tony) Wilson and the Local 321 Executive Board were sworn in virtually. In attendance for the virtual event were National President who read the Oath of Office, National Secretary-Treasurer Michael Hora, Central Region Vice President June Harris, CAD Western and Central Region Director David Ross and CAD Western and Central Region Director Don Gonzales were also in attendance and spoke at the installation. Local 321 Officers being sworn in: Local 321 President Errol (Tony) Wilson, Local 321 Vice President Samuel Koduah, Local 321 Treasurer Jeffrey Morgan, Local 321 Recording Secretary Curtis Grantham, Local 321 SEBM Michael Ruiz, Local 321 Branch President (Denver, NDC) Robert Koryto, Local 321 Branch President (Denver, P&DC) John Martinez, Jr, Local 321 Branch President (Colorado Springs, CO) Richard Lairsey, and Local 321 Branch President (Grand Junction, CO) Curtis Beattie.



LOCAL 312 INSTALLATION OF OFFICERS

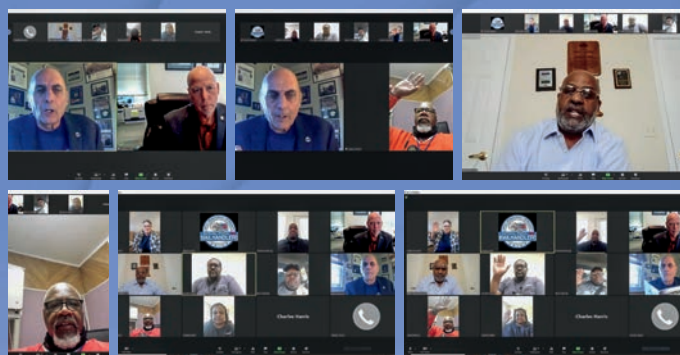
Local 312 conducted their installation of officers virtually. Local 312 President Troy Davis along with his new Executive Board were sworn in by National President Paul Hogrogian. Also in attendance virtually were National Secretary-Treasurer Michael Hora, Southern Region Vice President Lawrence Sapp, Assistant to the National President Robert Blum and CAD Southern Regional Director Eileen Mills. Local Officers Sworn in: Local 312 President & Branch President (New Orleans, LA) Troy Davis, Local 312 Vice President & Branch President (Baton Rouge, LA) Eric Hardnett, Local 312 Treasurer Alice Bingham, Local 312 Recording Secretary Vanessa Emery, Local 312 SEBM & Branch President (Shreveport, LA) Kevin Perry, and Local 312 Branch President (Lafayette, LA) Troy Gallet.



LOCAL 301 BEIRUT BOMBING MEMORIAL DEDICATION

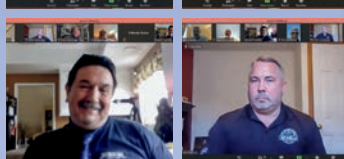
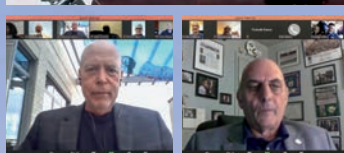
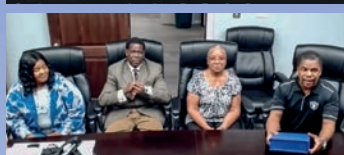
Local 301 Mail Handler (Branch 18, Providence, RI) Charlie Masterson worked diligently with the state of Rhode Island to plan and build the recently dedicated memorial to the lives lost in the 1983 Bombing of Beirut. Brother Masterson along

with Local 301 Officers attended the dedication. Pictured: Mike Bisono (Branch President, Branch 18, Providence RI), Michael Harris (Beirut Bombing Survivor/Purple Heart Recipient), Charlie Masterson (Mail Handler, Branch 18, RI House Veterans Advisory Committee), Sean Sweeney (Vice President Local 301).



LOCAL 317 INSTALLATION OF OFFICERS

National President Paul Hogrogian was on hand to swear in the officers of Local 317 virtually over the ZOOM platform. Both National Secretary-Treasurer Michael Hora and Southern Region Vice President Lawrence Sapp were on hand. Local 317 President James Morris congratulated his Executive Board before President Hogrogian swore in the newly elected Local 317 officers, including President James Morris, Vice President Byron Wesley, Treasurer Tammie Miller, Recording Secretary Robert Richburg and Branch Presidents: (Birmingham, AL) Byron Wesley, (Montgomery AL) Gerald Cooke, (Mobile, AL) Charles Harris and (Huntsville, AL) Maria Boucher.



LOCAL 303 INSTALLATION OF OFFICERS

Local 303 hosted their installation of officers virtually over ZOOM. Local 303 President Eddie Cowan and his Executive Board were sworn in by National President Paul Hogrogian. Also present were National Secretary-Treasurer Michael Hora, Western Region Vice President Don Sneesby and Assistant to the President Robert Blum. The installation of Local 303 Officers included: President Eddie Cowan, Vice President Juan Torres, Treasurer Van Cunningham, Recording Secretary Brenda Thompson, SEBM Chris Gayles, SEBM Eric Schneider and Branch Presidents (Los Angeles ISC) Gregory Harris, (Los Angeles P&DC) Terrie Collins, (Los Angeles NDC) Dorleatha Willoughby, (Santa Ana, CA) Benito Araiza, (Industry P&DC) Tim Cabot, (San Bernardino P&DC) Ashley Hall, (San Diego, CA) Dwight Whitney, (Santa Barbara, P&DC, Oxnard)) Daniel Ortega, (Van Nuys, St. Clarita, CA) Peter Behen, (Anaheim, CA) Kenneth Murray, (Las Vegas, NV) William Roux, (Bakersfield, CA) Paul Pineda, and (Moreno Valley, CA) Gary Doss. Also, in attendance were: Local 303 Mail Handler David Castillio, Local 303 Election Judges; Veronica Williams and Rose Fulmore, lastly Family Observer Shirley Rivers.



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