

THE MAIL HANDLER

FALL 2021

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION



Mail Handlers

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ONGOING CONSEQUENCES
OF COVID-19

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WASHINGTON DC

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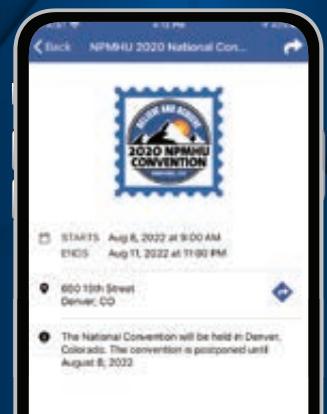
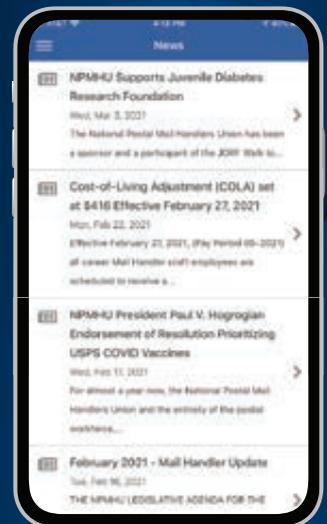
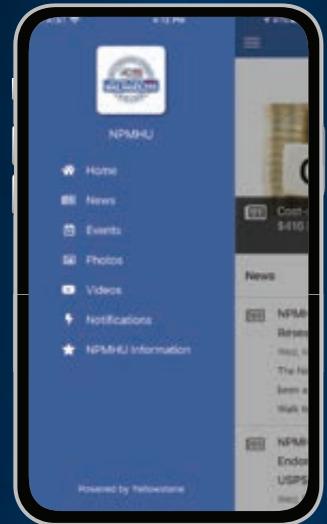
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THE MAIL HANDLER

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face another holiday
mailing season in the
grips of a pandemic.

THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

TWO YEARS LATER, THE PANDEMIC IS STILL WITH US

Paul V. Hogrogian, National President



Dear Members:

For many years, the NPMHU had assurances from senior postal management that the closing and consolidations of mail processing facilities would be paused pending the enactment of Postal Reform legislation. However, given the current state of postal finances, the projection of continuing decline in mail volumes, and the uncertainty of meaningful postal reform legislation being enacted, the Postmaster General and the Board of Governors recently included the consolidation of mail processing operations in certain installations in their 10-year strategic plan.

The Postal Service notified the NPMHU on April 27, 2021 regarding their planned implementation of secondary mail moves for 18 mail processing facilities. These 18 sites previously had AMP studies conducted and most of the mail has already been moved in 2015 or before as part of Phase II of the USPS Network Consolidation Program. Twenty-four facilities underwent partial consolidations in 2015. The Postal Service notified the NPMHU that four of the facilities will have no further action taken at this time and two other facilities were “tabled” and will be reevaluated for possible future action.

The secondary mail moves that are planned include destinating flats or letters, and in some facilities, both. Of those 18 facilities, there are 10 where mail handlers are currently working. These include Bend, Oregon; Erie, Pennsylvania; Gainesville, Florida; Huntsville, Alabama; Mid-Hudson, NY; North Bay, California; Seattle DDC; Southern Connecticut; and Wausau, Wisconsin. These installations are not proposed to be closed entirely as parcel processing, cross dock and other operations are slated to remain. The exact number of Mail Handlers to be impacted is now becoming known as Impact Statements and supporting documentation continue to be issued. Many of these sites have decided not to excess any Mail Handlers out of their installations. To date only two installations (Erie and Seattle DDC) have issued impact statements proposing Mail Handlers be involuntarily reassigned. Final implementation is planned to occur in November, but this is subject to change. The NPMHU has taken the position that these actions are improper since they rely on data from AMP studies conducted in 2010 and that before any Mail Handler is involuntarily reassigned, new AMP studies should be conducted.

The Postal Service also notified the Union of its plans to refresh AMP feasibility studies for 31 of the remaining 38 candidate sites from Phase II of the USPS Network Consolidation Program. The AMP studies for these 38 facilities were placed on hold in 2015. The Postal Service has also decided to “table” the AMP studies for 12 of these sites. The Postal Service has now decided to refresh AMP studies in 19 of the original sites. Of the 19, the Postal Service believes that the studies will support full consolidations in 12 of the sites and in another 7 sites the Postal Service believes the studies will support “mail moves,” but not complete consolidations.

As with the 18 sites previously discussed, these installations are not proposed to be closed entirely, as parcel processing, cross dock and other operations are slated to remain. There is no firm move date as the parties continue to discuss possibly tabling the remaining sites.

The NPMHU will continue to challenge unnecessary consolidations to minimize any negative impact on mail handlers. If the Postal Service decides to go forward with these AMPs, they will have to use updated data and conduct public hearings before implementing any closure or consolidation of any mail processing facilities.

The COVID-19 pandemic continues to have an adverse 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.

The NPMHU has spent the last 21 months dealing with the effects of the COVID-19 pandemic. Recent reports released in November show that the COVID numbers are somewhat stabilizing. The reports reflect that there are over 4,000 postal employees who are infected with another approximately 880 in quarantine. Due to a spike in COVID numbers in July and August, the USPS reinstated its mask policy where social distancing cannot be maintained.

Although a vaccine is now easily available, the COVID crisis is far from over. We must continue to follow the protocols put

in place. It should be noted that the CDC has reported that 97% of all COVID related hospitalizations and deaths involve individuals who are not vaccinated. We are now also facing the threat of the new Omicron variant. This emphasizes the importance of getting vaccinated. If you have not already done so, please get the vaccine at your earliest opportunity. The sooner everybody is vaccinated, the sooner we can get back to a sense of normalcy.

President Biden announced a policy whereby all employers of over 100 employees must mandate a vaccine policy or in the alternative to mandate weekly COVID testing. On November 4, 2021, OSHA issued its guidelines regarding the implementation of this policy. The OSHA guidelines calls for employers of over 100 employees (including the Postal Service) to implement and enforce a mandatory COVID-19 vaccination policy requiring employees to choose either to be vaccinated or undergo regular (at least weekly) COVID-19 testing and wear a face covering at work. The guidelines also require employers to provide paid time to workers to get vaccinated and to allow for paid leave to recover from any side effects caused by the vaccination. The guidelines also call for employers to determine the vaccination status of each employee, obtain acceptable proof of employee vaccination, and maintain a roster of each employee's vaccination status. The policy does not call for the employer to pay for testing. The effective date of this policy is January 4, 2022. The NPMHU will be negotiating with the Postal Service over the implementation of this policy.

The four major postal unions, senior postal officials, and many of the major mailers continue to work together on a comprehensive postal reform bill. A version of this bill was introduced in Congress earlier this year. The bill was approved by the House Oversight and Reform Committee on a voice vote and has moved on to the Ways and Means and Energy and Commerce Committees. A companion bill was introduced in the Senate. If passed, this bill will put the USPS on a much stronger path towards financial stability. Please

refer to Legislative/Political Director Katie Maddock's article in this magazine for more details on Postal Reform.

Another matter that we must keep an extremely close eye on is that of raising the debt ceiling. While Congress has temporarily raised the debt ceiling in September, it is set to expire in December. Should the debt ceiling not be permanently raised, there is a strong possibility that the Postal Service would not have access to its money and therefore not be able to meet payroll and possibly suspend its operations. The NPMHU legislative and political department is reaching out to key members of Congress to discuss the urgency of this matter.

Our National Agreement expires on September 20, 2022. Solicitation for contract proposals have been sent to the field. A bargaining strategy session was held on the third day of our Semi-Annual Meeting of Local Unions (SAMLU) held in Washington, DC on November 15-17, 2021. Our Field Negotiating Committee is scheduled to meet in Washington for a week to review and discuss all the proposals that are received from the field. Our bargaining kick-off with the Postal Service is scheduled for June 2022. Regular updates concerning the progress of the negotiations will be provided to the Local Unions and to the membership.

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 all challenges that lie before us.

Fraternally,



Paul V. Hogrogian
National President

The OSHA guidelines calls for employers of over 100 employees (including the Postal Service) to implement and enforce a mandatory COVID-19 vaccination policy requiring employees to choose either to be vaccinated or undergo regular (at least weekly) COVID-19 testing and wear a face covering at work.

WHY YOU SHOULD JOIN THE UNION

Michael J. Hora, National Secretary-Treasurer



It is a mantra that is repeated over and over, *Join the Union, Join the Fight*. Member recruitment is particularly challenging when new-hire orientations are held in a virtual setting. The Postal Service has hired thousands of mail handlers while beefing up for the 2021 peak mailing season. Traditionally, a representative of the NPMHU would be afforded the opportunity to meet face-to-face locally with all newly hired mail handlers during their initial orientation, but we are not in traditional times. The pandemic and social distancing guidelines have created an unfortunate situation that the USPS is using to its advantage. The pandemic has changed the way people shop, travel, work, dine out, congregate, gather, meet, and live life. Remote meetings and gatherings by means of a camera and screen are now a way of life for many. The USPS has adapted as well and is now conducting new hire orientations in a virtual and remote setting. The Union would like to think this is a temporary situation, but we are not optimistic that this decision gets reversed voluntarily. This harmful and unilateral action is being challenged in a National-Level appeal, but we do not have time to sit idly by, waiting for that case to be heard and resolved; we must act now.

The good news is that our membership numbers are increasing. During the last 26 Pay Periods, mail handlers in a pay status reported on biweekly Dues Checkoff reports have increased by 12% and we are at a twelve-year high. The not-so-good news is we have an equally challenging opportunity on the non-member side of the ledger. Yes, the Postal Service 'says' the NPMHU will have access to all new Mail Handler Assistants (MHAs) when reporting, on the first day at their assigned facility, but we know that this is not occurring across the country.

Please take a few minutes to speak with our new MHAs and encourage them to join the National Postal Mail Handlers Union. The benefits of union membership are extraordinary. The 2019 National Agreement provided for 3 general wage increases of 1.1%, 1.0% and 1.8% effective in PP25 of 2019, 2020 & 2021. In an ongoing move to close the gap in MHA wages, the NPMHU negotiated an extra 1% for MHAs in each of the 3 general wage increases. In addition, career mail handlers will receive six cost of living (COLA) increases throughout the life of the current National Agreement with proportional application to mail handlers on Table 2. The union was able to eliminate casual employees, making way for tens of thousands of new mail handler positions. In 2021, the NPMHU will have secured more than 14,000 MHA conversions to full-time regular (FTR) career mail handlers. This would not have been possible without the negotiated elimination of casual employees. In total, the NPMHU has secured over 31,000 MHA conversions to FTR since Arbitrator Fishgold created the new employment category in 2013. Every new employee is hired as an MHA, and this is the path to a career position.

In addition to wage improvements, the NPMHU secured vast improvements in healthcare options and eligibility. Upon one's reappointment to a second year of employment, MHAs can choose coverage under the USPS Noncareer health plan (at \$125 per pay period for self only, or with the Postal Service paying 75% of the total premium for self-plus-one or family coverage) or the MHA will be able to use the same dollar amounts from the Postal Service to obtain coverage from the MHBP Consumer Option or the MHBP Value Plan, which are two of the three plans sponsored in the Federal Employees Health Benefits program by the NPMHU.

The good news is that our membership numbers are increasing. During the last 26 Pay Periods, mail handlers in a pay status reported on biweekly Dues Checkoff reports have increased by 12% and we are at a twelve-year high.

Please remind our new MHAs of other union negotiated benefits such as paid holidays, sick leave, annual leave, and overtime. Casuals did not enjoy holiday pay or leave of any type. Casuals did not receive overtime until they exceeded 40 hours in a workweek. MHAs and other mail handlers receive overtime pay for work performed in excess of eight (8) hours on duty in any one service day or in excess of forty (40) hours on duty in any service week.

In short, the Union has your back. We are there to defend the contract, ensure that employees are treated with dignity and respect, and we continue to fight to improve wages, benefits, and working conditions for every single mail handler. The USPS is not freely giving away health insurance, life insurance, and retirement benefits without a fight. When bargaining a contract, everything has a cost. It is imperative that we present a unified front that includes every single mail handler. To do that, we need every mail handler to join the NPMHU. We have put together a short video entitled, *Join the Union, Join the Fight*. It can be viewed from the linked rotator image at npmhu.org or on the mobile app. On the national website, you can also learn about other member-only benefits such as the NPMHU Arthur S. Vallone Scholarship program. Applications must be received by March 15, 2022. On page 25 of this publication, you can learn about the Union Plus benefit of free college for union members. This is only one of many benefits offered by virtue of our partnership with Union Plus.

The USPS is not freely giving away health insurance, life insurance, and retirement benefits without a fight.

We are approaching the end of the current National Agreement, and the cyclical nature of collective bargaining has begun, again. During our recent SAMLU meeting and bargaining strategy session in Washington DC, representatives from across the country expressed their opinion and shared their thoughts about contractual issues important to members. This opportunity is not limited to union leaders. All members are encouraged to submit contract proposals. You can find a submission form on page 31 of this magazine. Please take a minute to ask your MHA co-workers if they have joined the union. Maybe the local union was not afforded an opportunity to meet with them during or after orientation. Remember, mail handlers can download a blank Standard Form 1187 from the national website at npmhu.org; simply search 1187. Encourage your MHA co-workers to download, print, and complete an 1187,

and then submit it to a local union official. The bi-weekly dues are a small price to pay for the negotiated benefits and protections of a solid Collective Bargaining Agreement.

I also would like to expend a few words on Internet security and best practices. The Postal Service recently notified several thousand employees about suspicious or unusual log-in activity in the PostalEase system, which is the self-service web application that serves as an employee's gateway to many postal financial-related services. This potentially unauthorized access could adversely affect one's PostalEase account. I am pleased to report that after investigation, to prevent further activity, the USPS took swift precautionary measures and placed some employee's PostalEase accounts in a hold status pending a mandatory password reset. While some might view this as an inconvenience, I applaud the Postal Service's move to quickly lock down access and require reauthentication by way of a new password. The NPMHU has learned of several situations in which a craft employee gave login and password details to a third-party vendor for purposes of initiating an allotment or Net to Bank authorization. Please, never share your log-in credentials or other PostalEase information with anyone, under any circumstances. In case you are interested in some other resources that can be used to protect your identity, a good source of information is the Federal Trade Commission (FTC). The FTC's website (www.ftc.gov) provides useful information regarding identity theft and data protection. You may also call the FTC at 1-877-438-4338 (TTY: 1-866-653-4261). In addition, you may also request a free credit report online at annualcreditreport.com.

Lastly, I want to address the one-dollar dues increase that did not happen on December 12, 2021 as planned. We routinely attempt to coordinate any dues increases with the general wage increase. The most recent general wage increase was effective on November 20, 2021 and appeared on paychecks dated December 10, 2021. As a result of delays at the Accounting Service Center, the dues increase was delayed two Pay Periods and will not occur until Pay Period 01 of 2022, which begins on December 18, 2021 and will be reflected on paychecks dated January 7, 2022. There will be a one-time two-dollar adjustment to account for the 28-day delay in application of this one-dollar dues increase. Additional details will be posted on the website and disseminated locally as information becomes available.

In Unity,



Michael J. Hora
National Secretary-Treasurer



National President Paul Hogrogian



National Secretary-Treasurer Michael Hora



Central Region VP and Local 306 President June Harris



LiUNA General President Terry O'Sullivan

SAMLU REPORT

WASHINGTON, DC

Officers and representatives from nearly every Local Union gathered in Washington, DC from November 15 through November 17, 2021, for the Semi-Annual Meeting of the Local Unions (SAMLU). The NPMHU adopted appropriate Coronavirus precautions; the meeting arrangements were spacious, and everyone complied with official health guidance.

On Monday, November 15, 2021, the meeting convened with National President Paul Hogrogian's introduction of the NPMHU National Executive Board, the Contract Administration Department (CAD) staff, and other

key staff members from the Union's National Office and the RI-399 Regional Coordinators.

President Hogrogian introduced Joel Aponte (Local 313) and Dwayne Williams (Local 325), two newly installed Local Presidents resulting from election or appointment occurring since the last SAMLU in August 2021. Brother Hogrogian also congratulated other recently elected and re-elected Local Union officers who were in attendance.

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 Presidents. President Hogrogian addressed a wide array of topics, beginning with the USPS financial situation.

The financial information provided by USPS for the year-end Fiscal Year (FY) 2021 (October 1, 2020 through September 30, 2021), reflects that the Postal Service had a net loss of \$6.9 billion for FY 2021 and a net operational loss of \$2.4 billion for the same period. The USPS reported that total mail volume was down 0.21% compared to last fiscal year. First-class mail was down 3.7%, continuing the recent trend. First-class mail volume has declined



Southern Region VP and FL SEBM Lawrence Sapp



Eastern Region VP and Local 308 President John A. Gibson



Local 297 President Chris Bentley



Northeastern Region VP and Local 309 President David E. Wilkin



Western Region VP and Local 316 President Don Sneesby



Local 298 President Wayne Foster



each year for the last 15 years and is projected to continue to decline into the future. Marketing mail posted a moderate increase of 3.4% during FY 2021. There is no expectation that this lost mail volume will return.

Package volume has increased by 3.5% from last fiscal year. These volume increases are slipping but remain higher than pre-pandemic levels.

The USPS projects overall mail volumes to continue their decline, projecting a deficit of \$10 billion annually, and projecting total losses of \$160 billion over the next 10 years.

President Hogrogian spoke about the make-up of the USPS Board of

Governors (BOG). Currently there are nine Postal Governors in addition to the Postmaster General (PMG) and Deputy Postmaster General (DPMG). The DPMG position was recently filled by Doug Tulino, former USPS Vice President of Labor Relations.

The sitting Governors that are carryover appointees from the Trump administration include Robert Duncan (the former chair of the Republican National Committee), Ron Bloom (chairman), Roman Martinez, John Barger, William Zollars (former chairman of Yellow Worldwide Freight) and Lee Moak, (former president of the Air Line Pilots Association). President

Biden has appointed Ron Stroman (former DPMG), Anton Hajjar (former counsel to APWU), and Amber McReynolds (CEO - National Vote at Home Institute). BOG Chairman Ron Bloom is in his carry-over year and would require a renomination to hold the seat beyond December 2021. President Hogrogian spoke about the favorable swing and makeup of the BOG, and concerns surrounding Ron Bloom's possible renomination.

President Hogrogian discussed issues given rise by PMG DeJoy's actions, including his involvement with New Breed Logistics, XPO Logistics, nationwide mail processing delays associated

with truck schedule modifications and the removal of mail processing equipment, and the USPS organizational redesign of processing and logistics and retail and delivery. PMG DeJoy is under investigation for conflict of interest and campaign finances issues. Given the BOG's support for the PMG, his premature ouster seems unlikely. Under pressure from Congress, postal unions, and the public at large, PMG DeJoy has committed to maintaining 6-day delivery and universal service, while supporting postal reform legislation.



Local 310 President Pervous (Andy B.) Badilishamwalimu



Local 333 President Monica Marshall



Local 300 President Kevin Tabarus

He has initiated a reorganization of the USPS management structure and has emphasized stabilizing the workforce while reducing overtime.

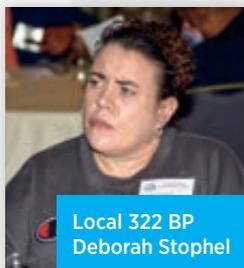
The next topic covered by President Hogrogian was the Ten-Year Plan, which sets forth a series of strategies by which USPS management hopes to improve service and ensure financial stability. The major points of the 10-year plan include: (1) a commitment to 6/7 day delivery; (2) obtaining new delivery vehicles; (3) planning for package growth; (4) establishing 46 package support annexes; (5) stabilizing the non-career workforce; (6) consolidating mail processing operations in select

installations; (7) reducing postal retail options; (8) increasing utilization of ground transportation versus air transport; (9) modifying service standards to include new 4 and 5-day delivery standards; (10) passing postal reform; (11) repurposing the NDCs into parcel only installations called Regional Distribution Centers (RDCs); and (12) retaining existing employee benefits.

President Hogrogian directly addressed closings and consolidations of mail processing facilities, noting that our prior reliance on past assurances that these actions are on hold is tenuous in view of the bleak postal finances, continued declines in mail volume, and



National CAD Representative Tom Ruther



Local 322 BP Deborah Stopfel



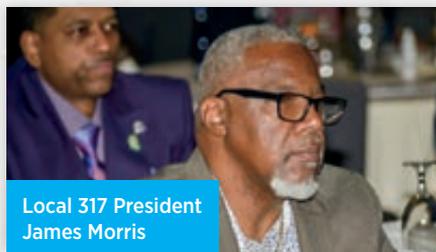
(l-r) Local 317 reps: Vice President Sam Edwards, Recording Secretary Robert Richburg and SEBM Carlos Hunt



Local 301 President Dan St. Marie and Treasurer Shawn Holt



Local 318 President Nick Mosezar



Local 317 President James Morris



Local 311 President Charles Charleston



Local 320 President Bernie Gonzalez



Local 315 President Joe Harms



Local 305 President Felandria A. Jackson

network redesign references in the PMG's 10-Year Plan.

President Hogrogian also reviewed an April 27, 2021, notification wherein the USPS announced a planned implementation of secondary mail moves for 18 facilities that will include destinating flats, letters, or in some facilities both. Of the 18 facilities identified, there are 10 where mail handlers are currently working, including Bend (OR), Erie (PA), Gainesville (FL), Huntsville (AL), Mid-Hudson (NY), North Bay (CA), Pocatello CSMPC, Seattle DDC (WA), Southern Ct (CT), and Wausau (WI). These installations are not proposed to close entirely and should retain parcel processing,

cross dock, and other operations. Final implementation was tentatively scheduled for November 2021.

President Hogrogian reported that the Postal Service is also looking at refreshing Area Mail Processing (AMP) feasibility studies for a number of mail processing facilities. The USPS was considering mail moves/consolidations in 38 sites, electing to conduct 15 full AMPs and 16 partial AMPs, with 7 installations no longer being considered for consolidation. The USPS subsequently tabled 3 full AMP sites and 9 partial AMP sites, leaving 29 sites still under consideration, 28 of which employ mail handlers.

Also as part of its 10-Year Plan, the Postal Service is establishing 46 package sorting annexes (PSAs) located near NDCs or large P&DCs. PSAs will support mail processing facilities in key locations in anticipation of growing package volume. Lease negotiations will impact when the 46 PSA facilities become operational. The USPS plans to deploy Single Induction Package Sorters (SIPS) in 42 of the 46 sites. President Hogrogian discussed several issues relative to the new PSAs, including the tying of a site's identity to an existing facility, staffing and MHA complement, operational and jurisdictional considerations, and union access and

Contract Administration
Department Representatives



Local 332 President
Edvina Tesch



Local 321 President
Errol (Tony) Wilson



Local 312 President
Troy Davis



representation. In addition, the USPS will operate 40-45 holiday annexes during peak operations from October 2021 through January 2022.

President Hogrogian then provided a comprehensive update on the effects of the Covid-19 pandemic. As of the November 2021 SAMLU meeting, reports show a significant decrease in the Covid-19 numbers since December 2020 when there were 8,057 postal

workers who tested positive for the virus and 2,067 employees who were presumptive positive for a total of 10,124 infected postal employees. Recent reports show approximately 3,500 postal employees infected and 770 postal employees under quarantine. This temporary decrease in Covid-19 numbers prompted the Postal Service to modify its mask policy. (The modified mask policy modification was

rescinded on August 27, 2021, due to uncertainties with COVID-19 related to the delta variant.)

The NPMHU has negotiated several memoranda of understanding to address problems that have arisen because of this crisis, including: SLDC-childcare; MHA Leave; Temporary MHA exception periods; Transfer MOU for Covid-19; and Step 3/arbitration extensions. These MOUs were first negotiated



Local 299 President
Keala Parker



Local 302 President
Tony Coleman



Local 329 President
John (J.R.) Macon



Local 334 President
Sheldon D. Adams



Local 313 President
Joel Aponte



Local 330 President
Bob Griffith



(l-r) Sacramento PDC Rep Dwight Parker, San Jose BP Anthony Dering, Local President Tony Coleman, NP Paul Hogrogian, NST Michael Hora and Sacramento BP Steve Gutierrez



Local 304 President William (Bip)
McLemore III

in March 2020 and have been extended 7 times. These MOUs are now scheduled to expire on December 31, 2021.

President Hogrogian then discussed President Biden's recently issued vaccine mandate and OSHA's newly issued Covid-19 guidelines with an evolving effective date now pushed to January 4, 2022. Bargaining implications of the Covid-19 guidelines include mask policy, vaccination mandates, proof of

vaccination status, COVID testing, testing locations and costs, leave policies for testing, vaccination and recovery, compliance, and non-compliance ramifications.

President Hogrogian spoke about the Mail Handler craft complement and the Mail Handler Assistants (MHAs) path to career. He reviewed three prominent Memoranda signed in December 2020, March 2021, and June 2021 that collectively converted 12,772 MHAs to

full-time regular status (FTR) over a period of seven months. The total MHA conversion to fulltime regulars is 31,159, with 13,809 occurring in 2021.

President Hogrogian addressed the issue of National Bargaining in 2022. Solicitation to the field seeking contract proposals will be sent to Local Unions, published in each forthcoming edition of the Mail Handler Magazine, and posted at npmhu.org. The Field

Negotiating Committee will be meeting in February 2022 to review all contractual proposals submitted.

The subcontracting and redesign of the STC network was discussed. Despite previous assurances to the contrary, the USPS announced subcontracting at the STC operations in Kansas City, Chicago, Seminole/Orlando, Atlanta, Cap Metro, Springfield, NJ, Northern California,

and Southern California. National level disputes have been filed.

Finally, President Hogrogian spoke about the new Executive Order establishing the Juneteenth Day of Observance, signed on June 17, 2021, by President Biden. The new law makes June 19 a federal holiday, but notably excluded the USPS. The Postal Service made the decision not to accommodate

the observance for 2021. The issue will be raised during national bargaining, if necessary.

Upon conclusion of President Hogrogian's remarks, National Secretary-Treasurer Michael Hora provided a detailed presentation and entertained questions and comments on a variety of topics, including NPMHU financial statements for the quarter



Local 303 representatives review meeting material.



MHBP Executive Director Nina Gallaresi



Legislative and Political Director Katie Maddocks



Local 307 President James Haggarty



Local 327 President Steve Buksch



Local 325 President Dwayne Williams



Local 322 President Kelly Dickey

ending September 30, 2021, and deficit control measures; quarterly and annual expense and revenue analysis; Covid-19 pandemic related impact on finances; Mail Handler complement, regular and associate membership trends and per capita analysis; revenue projections and allocation among our Union's affiliated organizations; 2021 dues increase and per capita changes; the NPMHU Revenue Sharing Program; the amalgamation and merger of Local 319 (Wyoming) and Local 321 (Colorado); an in-depth membership review, including recruitment initiatives and SF1187 processing; a Cost of Living Allowance (COLA) review; the availability of NPMHU merchandise; the NPMHU Arthur S Vallone scholarship; the NPMHU 2020 and 2024 Quadrennial Conventions; the NPMHU mobile app; USPS notification of unauthorized access to PostalEase, cybersecurity and phishing threats; and a report on scheduled NPMHU national meetings and training programs.

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

Next, NPMHU Legislative and Political Director Katie Maddocks provided a report on various legislative and political efforts with which the NPMHU and its activists continue to be involved. Director Maddocks provided a review on the status of the Postal Reform Act, H.R. 3076/S. 1720; Infrastructure and Investment and Jobs Act, P.L. 117-58; Build Back Better Act, H.R. 5376; the impending debt ceiling; Federal funding expiring in December; and nominations to the Postal Regulatory Commission and the BOG.

Finally, Director Maddocks led a review and discussion on the upcoming 2022 midterm elections, emphasizing the importance of the

National President Hogrogian and Secretary-Treasurer Hora



Regional CAD Representatives Eileen Mills and Eugene Horton



Local 323 President Jeff Larsen



Local 313 leadership in attendance.

NPMHU Legislative Action Center and members' grassroots participation. She emphasized the need to grow relationships with elected officials, ensuring that Members of Congress are well educated on NPMHU issues and can effectively advocate for the Union on Capitol Hill.

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

On Tuesday, November 16, 2021, the attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) from Executive Director Nina Gallaresi.

Next, the Manager of the NPMHU Contract Administration Department, Teresa Harmon, provided a report and entertained questions and comments on the activities of the Contract Administration Department (CAD) since the last meeting of the Local



Contract Administration Department Representatives



General Counsel Bruce Lerner



Local 303 President Eddie Cowan



CAD Manager Teresa Harmon



Local 322 Branch President Joe Fitzgerald



Local 300 VP Marcenia Yvette Johnson



Local 328 President Todd Larson

Unions. Sister Harmon's presentation was based on the written report that was circulated at the meeting and is available to all NPMHU Officers and Stewards through the MAIIS Steward Resources portal at npmhu.org.

Next, President Hogrogian introduced LiUNA General President Terry O'Sullivan. President O'Sullivan spoke about the collective struggles facing the NPMHU and LiUNA membership during the pandemic. In his unique, fiery style, President O' Sullivan emphasized the importance of the Postal Service and vital services provided to the American public stating, "Your personal bravery, commitment

and perseverance in the face of COVID-19 epitomizes the very best of the United States Postal Service and honors the highest traditions of your 246-year history." President O'Sullivan closed out his remarks by stressing the importance of finalizing favorable postal reform legislation.

CAD Representative Tom Ruther next led discussions on the activities of the Article 12 Task Force and RI-399 jurisdictional matters.

Toward the end of the business session, a round-robin was held, as usual, to allow all Local Unions to raise any other issues not already covered. Then, without any further

business before the body, the Semi-Annual Meeting of the Local Unions was adjourned.

The third day of the meeting was reserved for a National Bargaining Strategy Session led by President Hogrogian. Numerous contractual proposals were discussed and debated during the strategy session. The Field Negotiating Committee will be meeting in February 2022 to review all contractual proposals submitted.

The SAMLU meeting was well attended and resulted in a wide array of discussion and debate. The next SAMLU meeting is scheduled for April 2022 in Louisville, KY.



NATIONAL-LEVEL DISPUTES

Teresa Harmon, Manager, CAD

In this issue, I want to give a brief overview on the National cases that have recently been heard in National arbitration, as well as some that are currently pending on the arbitration docket at the National level. These cases include:

SUBCONTRACTING OF THE KANSAS CITY SURFACE TRANSFER CENTER

In early July 2021, the NPMHU and the Postal Service started arbitration hearings over the subcontracting of mail handler work at the Kansas City, KS Surface Transfer Center, which was opened and staffed in the fall of 2019. After six days of hearings, concluding in October 2021, that portion of the dispute is now complete, and only post-hearing briefing remains.

The Union position in this case is set forth in the NPMHU's Step 4 grievance:

The National Postal Mail Handlers Union is initiating a grievance at the Step 4 level — in accordance with Article 15, Section 3D of the 2016 National Agreement between the NPMHU and the Postal Service — concerning the Postal Service's proposed subcontracting for the establishment and staffing of a new Surface Transfer Center (STC) in the Kansas City, KS area. The NPMHU was first notified of this proposal by letter dated August 2, 2019, which was not received at the NPMHU National Office until August 8, 2019. The NPMHU believes that this subcontracting presents both a procedural and substantive violation of Article 32 of the parties' National Agreement, as well as a violation of the Memorandum of Understanding Re Article 32 that appears on page 200 of that National Agreement.

With regard to procedures, Article 32.1B of the National Agreement provides for advance notice and discussions with the Union while the Postal Service is "developing the initial Comparative Analysis Report." It also requires the Postal Service, among other things, to consider the views of the Union before making its subcontracting decision, to respond to the Union's views in its decisional document, and

to not make any final decisions on contracting out work prior to discussing the matter with the Union.

Each of these required procedures was violated by the Postal Service in this case. Indeed, in the Postal Service's own letter, it states that "after carefully considering the relevant factors found in Article 32 of the National Agreement, the Postal Service has made the decision" to subcontract. (Emphasis added.) These are blatant violations of Article 32: stated simply and directly, there were no discussions with the Union, nor consideration of the Union's views, prior to the point at which the Postal Service made its final decision.

The Postal Service ends its letter dated August 2, 2019 by claiming, in an apparent attempt to excuse its blatant violations of Article 32, that "[n]o significant impact to the bargaining unit is anticipated." This is utter nonsense. As required by the MOU Re Article 32, the parties have a joint National Subcontracting Committee, through which the parties "commit to . . . continuing their discussions" about the STCs, and thus this is plainly an issue of significant impact to the NPMHU's bargaining unit. To make matters even worse, the NPMHU has been told by its Local leadership that supervisors and/or managers at one USPS facility in Kansas City have held stand-up talks with Mail Handlers and told them that an FSS machine is being removed and that 84 jobs will be impacted because of the subcontracting.

On the substantive factors that must be considered under Article 32.1A, here again the Postal Service could not have properly considered or decided upon these factors without Union input, and the Postal Service's failure to seek advance Union input may account for whatever errors made by the Postal Service when it unilaterally "considered" the Article 32 factors. Failure to inform the Union and discuss with the Union is the epitome of arbitrary and capricious conduct that violates Article 32.

For just one example, a key factor under Article 32 is cost, yet the Postal Service's analysis could not have properly

compared the costs of the subcontract with the cost of using USPS employees because the Postal Service could not know the costs of maintaining the work inside the Postal Service without discussing the work with the NPMHU.

In response, the Postal Service claims that the procedural requirements of Article 32 do not apply, because this subcontracting of the Kansas City STC does not have a “significant impact” on the NPMHU bargaining unit. USPS also claims that its decision was eminently reasonable.

Promotion Pay – This pending case, which should be the next to be heard, 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.

UPDATE ON RI-399 NATIONAL JURISDICTIONAL ARBITRATIONS

Advanced Facer and Canceled System (AFCS): Arbitration was held on December 8 and 9, 2020. Closing briefs have been submitted by the parties and a decision should be rendered soon.

Automated Delivery Unit Sorter (ADUS): After the AFCS, the next National dispute to be heard was the jurisdictional determination issued by the Postal Service concerning the ADUS. Both unions have appealed that decision. The hearings on this case were held on February 17, 2021. Briefs already have been submitted by all parties and a decision is expected soon, but probably will not be issued until after the AFCS case is decided.

Universal Sorter System: The next National case that was heard in RI-399 National arbitration dealt with the Universal Sorter System (USS). These hearings began on April 20, 2021, and continued into June 2021 over five separate days. All disputes on the USS were from the APWU, as mail handlers have been assigned as the primary craft for all positions operating the USS. All parties have completed their briefs, which were submitted to the Arbitrator on November 8, 2021, and we are now awaiting the decision from Arbitrator Sharnoff.

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

Contract Administration Department Representative Positions

As a result of upcoming retirements, there will be several vacancies in the Contract Administration Department. To ensure that there are qualified and available applicants, the NPMHU is asking any interested Union representatives or members to send in a “statement of interest” to the National Office. Applicants must 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 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

FILLING RESIDUALS IN INSTALLATIONS WITHOUT MHA'S

On October 5, 2021, the NPMHU was notified of a new computer software program that will be used by the Postal Service to canvas for residuals in installations that have no Mail Handler Assistants.

When an installation that does not have an MHA creates a residual through the bidding process, that duty assignment is placed on eReassign for a period of 21 days in accordance with the Vacancy MOU. After that period, if no one requests to transfer into this installation, management currently would manually canvas all MHAs within a 50 mile radius of this

installation. Over the last few years many problems with this process occurred, causing the same job to be canvassed several times.

With this new software program, the process will now be handled through the Lite Blue system. After a residual comes off eReassign with no interest expressed for the transfer opportunity, it will be placed into the new program and the computer will automatically show all MHAs that are employed within the 50-mile radius. The computer also will generate a stand-up talk for the installations that employ those MHAs. The stand-up talk also will be

displayed for the period of 10 days. During this period all eligible MHAs will be able to select this position through a program in Lite Blue. At the end of the 10-day period, the senior MHA within the 50-mile radius will be offered the position; that MHA can either accept or reject the bid. If the senior MHA rejects the bid, it will then go to the next senior eligible MHA. If no MHAs select the position, the Postal Service will look to externally hire to fill it.

This new, computer-based process will help ensure that all MHAs eligible for a residual get the chance to select the career position.

BIDEN NOMINATES NEW MEMBERS TO THE BOARD OF GOVERNORS

Katie Maddocks, Legislative and Political Director



In response to repeated messages from several Members of Congress and various postal stakeholders, President Biden has nominated Dan Tangherlini as the next Chairman of the USPS Board of Governors. Mr. Tangherlini will replace former Chairman Ron Bloom, who was losing support due to his continued enthusiasm for certain provisions within the Postal Service's Ten-Year Plan, including closures and consolidations of mail processing facilities; the continued privatization of Surface Transfer Centers and other aspects of mail processing; and the imposition of various policies that have imposed further delays in the mail. The NPMHU had expressed its views on these issues directly to the White House, letting the Biden Administration know of the Union's concern about a simple renomination of Chairman Bloom when his hold-over year expired on December 8, 2021.

After hearing these and similar messages from other postal stakeholders, President Biden decided not to renominate Chairman Bloom and instead nominated Dan Tangherlini to the Board of Governors. Mr. Tangherlini previously served as administrator of the General Services Administration, the chief financial officer at the Department of Treasury, and as city administrator to the District of Columbia. Upon his nomination, President Hogrogian commented, "Dan Tangherlini has a history of providing sound financial guidance to federal agencies, ensuring they will be able to meet mandated missions and goals while still providing much needed services to the American public. The National Postal Mail Handlers Union looks forward to his nomination to the Postal Board of Governors and will work with him to ensure financial stability of the Postal Service that does not come at the expense of customers or employees."

Along with Mr. Tangherlini, President Biden also nominated Derek Kan to the Board of Governors, replacing John Barger whose term also expired on December 8. Mr. Kan served both in the Obama and Trump Administrations on the Amtrak Board of Directors, as Under Secretary of Transportation Policy in the Department of Transportation, and as the Deputy Director of the Office of Management and Budget.

At the time of this writing, the nomination hearing for Mr. Tangherlini and Mr. Kan before the Senate Homeland

Security and Governmental Affairs Committee has yet to be scheduled, and it will be difficult to have their nominations confirmed by the full Senate before the end of 2021. We will keep you updated on the process.

INFRASTRUCTURE BILL SIGNED INTO LAW

After months of debate within the House of Representatives, the Infrastructure Investment and Jobs Act has been enacted and signed into law by President Biden. The law, P.L. 117-58, provides for greater funding for the maintenance of roads and bridges; ensures broadband internet access; invests in public transportation and rail; and eliminates lead pipes to provide clean water throughout the country. President Biden commented, "This is a blue-collar blueprint to rebuild America. And it's long overdue." LiUNA General President Terry O'Sullivan, who was present at the bill signing ceremony, stated, "The investment will put Laborers to work in every community, revitalize our nation's economy, and open doors to the middle-class for hundreds of thousands of working men and women."

While the legislation will boost the economy and create almost two million jobs a year over the next ten years, it was held up with debate over a spending bill, known as the Build Back Better Act (H.R. 5376), that members of the Progressive Caucus in the House of Representatives wanted to pass in tandem with the infrastructure bill. However, the cost of the Build Back Better bill raised concerns from moderates and conservatives in the Senate. At the time of this writing, the Build Back Better Act has passed the House along party lines, but moderate Senate Democrats Joe Manchin (WV) and Kyrsten Sinema (AZ) still have concerns about the high price tag. While still subject to change, the bill includes tax deductions for union dues; funding for an electric vehicle fleet for the Postal Service; extending the child tax credit; and reducing prescription drug prices. Senate Majority Leader Chuck Schumer (D-NY) commented that he would like the Senate to vote on the bill by Christmas; however, Senator Manchin replied that he needs more time to review the bill and its costs and currently cannot vote for it. As the Senate is split evenly between the parties, the bill cannot advance without the full support of all Democratic members.

GOVERNMENT FUNDING AND THE DEBT CEILING

Further adding to Congress' end-of-year agenda, the federal government was scheduled to run out of funding on December 3, 2021. Less than 48 hours before that deadline, House and Senate leadership agreed upon funding levels through February 18, 2022 to avoid a government shutdown. Many NPMHU members will recall that, from December 22, 2018 to January 25, 2019, the federal government was shut down and our brothers and sisters of the federal workforce were furloughed due to lack of funding for operations. While this did not directly impact Postal Service employees, it did cost the national economy over \$11 billion.

Also noteworthy is the potential impact on Postal Service employees if Congress is unable in the next few weeks to agree on raising the debt ceiling. The debt ceiling is separate from funding the government, but it would mean the United States is unable to pay the debts that it has already incurred, including the salaries and benefits of postal employees. Treasury Secretary Janet Yellen's best estimate for when the United States would reach the debt ceiling is mid-December, right at the point of the holiday season when demands on postal employees are at their highest. Because government funding was set to expire before the debt ceiling is reached, Members of Congress addressed that issue first, and thus no real substantial talks have yet to be had on the debt ceiling among congressional leadership. It should also be noted that this would not be the first time the debt ceiling has been raised. On 78 prior occasions, Congress has raised, temporarily extended, or revised the debt limit.

As these issues will be moving quickly and will or will not be resolved by the time of this publication, please visit the NPMHU website for up-to-date information.

POSTAL REFORM

As Members of Congress focus elsewhere, it often feels as though postal employees and the Postal Service Reform Act of 2021 (H.R. 3076/S. 1720) has been forgotten. After its passage back in May by the House Committee on Oversight and Reform, the bill has stalled within the House Ways and Means Committee. Chairman Richie Neal (D-MA-01) has stated he needs to review the language within the bill pertaining to Medicare integration for future retirees to ensure that it will not have any negative effects on the Medicare Trust Fund. However, this has been his repeated response for the past six months, and progress has not been apparent. Additionally, the concept of Medicare integration for retirees is not a new concept for USPS employees and retirees, as it has been discussed since at least 2017.

It also bears noting that the bill has broad bipartisan support in both the House and Senate. As of November 30, 2021, H.R. 3076 has 93 sponsors – 54 Democrats and 39 Republicans.



The Senate version, S. 1720, has 28 sponsors – 14 Republicans, 13 Democrats, and 1 Independent. Passage of bipartisan legislation, which affects all parties, as well as urban, suburban, and rural areas alike, would provide lawmakers a chance to show their constituents how they are working for the common good while in Congress, trying to solve a problem that affects the nation as a whole. It would additionally give assurances to postal employees that they have support on Capitol Hill and are not just getting empty platitudes from Congress.

The NPMHU will continually push for the passage of the Postal Service Reform Act in both the House and Senate.

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 24 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.

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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):

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1. Dial **1-877-4PS-EASE**—(877-477-3273) and follow the prompt for the Employee Services Main Menu.
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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.)
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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.
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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

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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.



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– Chelsea T.
Free College student

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- 4 ENROLL** in classes. Work with an enrollment advisor to register for classes.



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Free College is possible thanks to the early support and enthusiasm of AFSCME, who entered into a collaboration with Eastern Gateway Community College in 2016.

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3 PLANS THAT FIT YOUR NEEDS

MHBP STANDARD OPTION

Our most comprehensive plan

The MHBP Standard Option is our most popular plan. You'll get comprehensive benefits with low copayments to help keep your out-of-pocket expenses predictable.

With network providers, the plan pays 100% for annual exams, lab tests, maternity care and more. For services like diagnostic tests or surgery, this plan has coverage for you.

MHBP CONSUMER OPTION

A High Deductible Health Plan (HDHP) with a Health Savings Account (HSA)

The MHBP Consumer Option gives you both comprehensive medical coverage and a Health Savings Account (HSA).

Each year, the plan contributes up to \$2,400 to your HSA tax-free, which you can use for qualified medical expenses or save.

The plan covers preventive care at 100% for network providers. And copayments are low - or nothing at all - for covered care.

MHBP VALUE PLAN

Coverage for the unexpected

The Value Plan provides simple, affordable coverage to protect you from the unexpected. It provides coverage for preventive care and occasional doctor's visits, while still protecting you from unforeseen costs.

Plus, you pay no cost share for preventive care from network providers, like an annual exam, screenings, immunizations and well-child visits.

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about our plans.**

This is a summary of the MHBP plans. There may be fees associated with a Health Savings Account (HSA). These are the same types of fees you may pay for checking account transactions. Please see the HSA fee schedule in your HSA enrollment materials for more information. Before making the final decision, please read the 2022 official Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2022 official Plan Brochures.

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FEELING STRESSED?

WAYS TO IMPROVE YOUR WELL-BEING

Nina Gallauresi, Executive Director, MHBP

Have you been feeling more stressed than usual? Many people are during these challenging times. The COVID-19 pandemic has many people feeling overwhelmed.

Everyone feels stress sometimes. It's a natural response to a challenge or demand. Stress can come from the day-to-day pressures of work and family.

But stress is much more than just being busy, explains Dr. Janice Kiecolt-Glaser of The Ohio State University, who studies the effects of stress on the body.

"It's the feeling that you're overloaded, out of control, and unable to cope," she says.

Stress can also come from a sudden negative change in your life like a divorce or losing a job. Traumatic events like a major accident, assault, or natural disaster can cause severe stress.

It's important for your health and well-being to learn how to cope with stress. Researchers are working to understand how stress affects health. They're also studying ways to relieve stress. These techniques may help you to feel calmer and more relaxed.

STRESS AND THE BODY

Stress isn't always bad. It's actually a survival response. It helps you leap into action in the face of a threat. Your heart rate speeds up, and you breathe faster as you prepare to fight or run to safety.

Short-term stress can even help you perform—you're more able to ace an interview or meet a project deadline. But when stress lasts a long time, it may also harm your health. Your body

is constantly acting as if it were in immediate danger.

"There's a really big body of research now that says that chronic stress promotes inflammation," says Kiecolt-Glaser.

Inflammation is associated with many diseases, including heart disease, cancer, arthritis, and some mental health conditions.

Stress may also affect your metabolism—the chemical changes in the body that release energy and produce the substances you need to grow, move, and stay healthy.

Kiecolt-Glaser's research shows that stressful events can cause the body to burn fewer calories at rest. Stress can also cause changes in mood and increase irritability with those around us.

WAYS TO DE-STRESS

The first step is to recognize the signs that you're stressed beyond a normal level. Trouble sleeping can be one. Some people get headaches or stomachaches. Stress can also cause changes in appetite that lead you to gain or lose weight.

Once you know you need to reduce stress, there are practical steps you can try. Getting regular exercise can be helpful. Doing an activity you enjoy can also help with stress. This can be anything—from dancing to making art or getting out into nature or having fun with friends.

Making sure to get enough sleep is important, too. "People are more sensitive to stress when they don't have enough sleep," says Kiecolt-Glaser.

Staying socially connected is important, too. Close personal relationships are key to reducing stress. Reaching out to friends and family by phone, video chat, and email can help you stay in touch even when you're not able to see them in person.

"Make a conscious effort to reach out and to maintain contact," says Kiecolt-Glaser. "Loneliness is really destructive."

Eating regular, well-balanced meals and avoiding alcohol and other drugs also help reduce stress.

MINDFULNESS APPROACHES

Using mindfulness helps some people cope with stress. It teaches you to focus on being present in the moment. Research shows that simply being aware of what you're doing can improve well-being.

One study showed that people spent nearly half of their waking life not paying attention to what they were doing, says Dr. Richard Davidson of the University of Wisconsin-Madison, an expert on mindfulness. "And when they were not paying attention to what they're doing, they were significantly less happy."

Davidson's research is shedding light on how mindfulness affects the brain to improve mood. "Regular mindfulness practices can have an impact on specific circuitry in the brain that we know to be important in emotion regulation," he explains.

For those starting to practice mindfulness: One size is not likely to fit all. Davidson recommends starting modestly with three to five minutes, a few

times a day. That way you don't get overwhelmed and stop. There are many mindfulness apps available that teach different techniques.

JUST BREATHE

The simple act of controlled breathing can bring stress relief.

"It's well known that slow breathing techniques have a positive effect on emotional state," says Dr. Jack Feldman of UCLA, an expert on the neuroscience of breathing.

His research has identified the brain circuits responsible for breathing and sighing. Now he's working to understand how breathing techniques affect the brain to improve mood.

Breathing techniques can be used to help people who are depressed or anxious. Controlled breathing may disrupt the brain circuits involved in depression, he explains.

There are many different breathing techniques you can try. Practicing a few minutes a day can help you get started.

"People who start up a breathing practice may find that it reduces their stress and anxiety considerably," he says.

If you want to try controlled breathing, "belly breathing" is a simple form. Sit or lie down in a comfortable position. Place one hand on your upper chest and the other on your belly. Take a slow, deep breath in through your nose, taking air into your lower belly. The hand on your stomach should rise, while the hand on your chest remains still. Slowly exhale through your mouth.

FEELING OVERWHELMED?

Ways to manage stress:

- **Be observant.** Recognize signs of excessive stress. These include difficulty sleeping, being easily angered or irritable, feeling depressed, and low energy.
- **Exercise regularly.** Just 30 minutes per day of walking

can help boost your mood and reduce stress.

- **Schedule regular times for a relaxing activity.** Activities that use mindfulness or breathing exercises, such as meditation, yoga, or tai chi, may help.
- **Get enough sleep.** Adults need about 7 or more hours of sleep per night. School-age children need 9–12 hours, while teenagers need 8–10 hours.
- **Set goals and priorities.** Decide what must get done now and what can wait. Learn to say "no" to new tasks if you start to feel like you're taking on too much.
- **Build a social support network.** Stay connected with people who can provide emotional support.
- **Show compassion for yourself.** Note what you've accomplished at the end of the day, not what you've failed to do.
- **Seek help.** Talk to a health care provider if you feel unable to cope, have suicidal thoughts, or use drugs or alcohol to cope. If you or someone you know is in crisis, call the National Suicide Prevention Lifeline at 1-800-273-TALK (8255). Or text "HOME" to the Crisis Text Line at 741741.

MHBP RESOURCES TO ASSIST YOU

MHBP has resources to help you manage stress and your health.

HEALTH COACHING

Lifestyle and Condition Coaching (LLC) Program, provides you or your covered dependents personalized support that helps you manage existing conditions, learn new habits and stay on their path to better health. Our Health Coach will partner with you to transform your health goals into action. Your Health Coach will provide guidance, support, and resources to help you overcome obstacles that may be keeping you from

realizing optimal health. You can talk to a Coach about the following health-related matters: Tobacco Cessation, Weight Management, Exercise, Nutrition, and Stress Management. To get started with Health Coaching call toll-free at 866-533-1410.

TELEHEALTH SERVICES

MHBP offers access to Teladoc® telemedicine consultations any time, day or night that is easy to use, private and secure. Teladoc is the nation's leading virtual care provider with over 3,600 board certified, state-licensed, primary care physicians, pediatricians and specialists that have on average 20 years of experience and are available by web, phone and the Teladoc mobile app. With Teladoc, you can take care of most common issues such as: cold & flu symptoms, allergies, cough, sinus infection, respiratory infection, eye infection, skin problems and more. You can also see a therapist for ongoing counseling for concerns such as: depression, anxiety, stress, as well as for diet and nutrition assistance. To get started with Teladoc visit [Teladoc.com](https://www.teladoc.com) or call toll-free 855-835-2362.

MENTAL HEALTH PROVIDERS

Find a mental health provider through MHBP.com by clicking on "Your secure Aetna Member Website" or call 800-410-7778.

INFORMED HEALTH LINE

If you have a health concern or need advice on what to do and where to go, MHBP offers a 24/7 Nurse Line. Call 800-556-1555.

If you have any questions or would like more information, please call MHBP at 800-410-7778.

SOURCES:

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

MHBP.com

2022

NATIONAL NEGOTIATIONS

OFFICIAL CALL FOR BARGAINING PROPOSALS

With preparations underway for negotiations over the terms of the 2022 National Agreement between the NPMHU and the Postal Service, the National Office has issued its official call for bargaining proposals from all members and Local Unions.

To be fully considered prior to the onset of negotiations, **proposals must be submitted by January 28, 2022.** Although formal bargaining is not scheduled to begin until June, the Union's Field Negotiating Committee will be meeting for a full week in February 2022 to review all submitted proposals and outline the changes in the National Agreement that should be proposed by the NPMHU.

To be sure, planning for collective bargaining is a continuous process at the National Office, as the National Officers and representatives working in the Contract Administration Department routinely identify and collect proposals for improving the language currently found in the 2019 National Agreement. But an equally important aspect of preparing for bargaining is the collection and review of proposals generated by mail handlers across the country. Thus, National President Paul Hogrogian has issued this official call for bargaining proposals from the membership, the Local Unions, and other subordinate bodies of the NPMHU.

If you have any proposals that you would like to have considered for the upcoming round of bargaining, now is the time to submit them to the National Office. Every proposal submitted will be fully analyzed by the NPMHU's Field

Negotiating Committee and the National Negotiations Team while the Union develops its opening bargaining proposals.

All proposals should set forth the Article, Section, Paragraph, and/or Page of the National Agreement that you are suggesting should be changed; the specific language you would like to see added to, or deleted from, the current National Agreement; and your specific reasons for suggesting the change. If you have supporting evidence or documentation that you believe would support the change that you propose, please submit those materials to the National Office along with your proposals.

The National Office is asking that all proposals be submitted as soon as possible, but in no event later than **January 28, 2022.** The National Office also has issued a form that can be used to submit proposals. Copies of that form have been mailed to all Local Unions and can be downloaded on the NPMHU website. In addition, the submission form is included at page 31 of this publication.

Once again, proposals from any member (or group of members) and any Local Unions or other subordinate body should be submitted to the National Office by January 28, 2022, using the following address:

National Postal Mail Handlers Union
ATTN: 2022 Negotiations
815 16th Street, NW, Suite 5100
Washington, DC 20006



National Postal Mail Handlers Union

2022 National Negotiations

Proposed change to the 2019 National Agreement

Mail submissions to:

Local Union:

National Postal Mail Handlers Union
2022 Contract Negotiations
815 16th Street NW, Suite 5100
Washington DC 20006

Contract Proposals may also be faxed to: 202-833-0008

Article to be changed: Article Section Paragraph Page number

Proposed change/addition to language

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

Reason for change:

Name: Date:

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

Deadline for Submission is January 28, 2022



MENTAL HEALTH AND SERENITY DURING STRESSFUL TIMES

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

We have come to the end of another hectic and blessed year. When you take the time to reflect on all that transpired, it's very easy to become overwhelmed. We had changes in our lives that will last a lifetime. That's why it is important for us to be willing to admit that we need help! We have so many of our fellow co-workers who are finding it hard to adjust to the major disruptions that occurred in 2021. Schedules and minds had to be recalibrated for many to survive. You would be surprised to know, truthfully, how many people are struggling to live in this life. I am not sure if this is post pandemic or if we are still in the midst of COVID 19.

This is our holiday season. We are appreciative and thankful. We should be counting our blessings: family, faith, health, and so many other things. But sometimes, we find it hard to focus on the good due to the changes COVID 19 has dumped into our lives. We are more isolated from one another than ever before. Even as some of the restrictions are being lifted in some states,

many are still cautious of letting their guards down. Understandable, but still a bit weird. Holiday festivities revolve around family and gatherings with one another. Being unable to do so shakes us to the core.

This is why I want to encourage my Brothers and Sisters to reach out for help. There are numerous resources that are available to you during this time. The death of loved ones, continued separation from our family, and never-ending financial obligations have caused many to experience depression and fear. If you are not sure of where you can get assistance, look no further than the USPS Employee Assistance Program (EAP), which can be a great resource. In the past, many of us knew EAP to be an avenue for employees with addiction issues. If a co-worker mentioned that they had an appointment with the EAP Counselor, it was assumed that they were on drugs or alcohol. Thankfully, that perception has changed. There are so many issues that Employee Assistance is willing to help us with. Whether it be child-care issues, mental health, financial

counseling and many others, there is help. We must be willing to reach out for the direction and assistance that we need. EAP will put you in touch with the appropriate source to help with your issue. If you are not sure how to contact EAP, please contact your union representative.

A healthy mind and body will go a long way during this winter hibernation. I have found that music is a great instrument to change your mood. An upbeat song can reinvigorate your atmosphere. Give it a try. Just singing the words of a particular song can put a smile on your face. Positivity goes a long way in changing your mindset. I encourage you to listen to whatever genre of music that puts you in a positive. A book also may do it for you. Again, whatever it may be, do it! Learn to see the glass as half full, rather than half empty.

Celebrate the joy of the holiday season with determination. Look forward in anticipation for 2022. Expect better and prepare for greater. Joy, peace, love, and happiness to you and yours. MERRY CHRISTMAS AND A HAPPY NEW 2022!!!



Exclusive Programs

Designed for Union Families



Legal Services



Mortgage Program



Wireless Savings



Car Rental

Learn more at
unionplus.org



NPMHU-MULTI-12-08-21

CALLING ALL MAIL HANDLERS!!

The application process for the Arthur S. Vallone National Scholarship Program for the 2022–2023 school year is under way. The NPMHU is now accepting applications for scholarships to be paid during the 2022-2023 academic year. We are calling on Mail Handlers and their eligible family members to take advantage of these funds available at zero expense, just the short time needed to apply. Applications are available for download on the NPMHU website at www.npmhu.org.

Each NPMHU Region has been granted up to three scholarship awards in the amount of \$1,000

each, renewable by the recipient for up to four years or until the completion of the student's undergraduate or trade school degree, whichever occurs first, for a maximum of \$4,000 per recipient over four years.

As we continue to navigate through these tough times, we recognize that ALL Mail Handlers are providing an essential service. Whether you or a family member is heading to a trade school, a two-year community college, or a traditional four-year institution, the National Postal Mail Handlers Union wants you to know that we are here for you and may be able to offer some relief to help absorb the cost of higher education.

Combined Federal Campaign (CFC)

Join Postal Service®, federal and military employees and pledge to your favorite charities and causes.

The smallest donation - \$1 per pay period – can help the causes you support. If every Postal Service employee donated at least \$1 per pay period to one or more CFC-listed charities, employees could raise over \$16 million to help charities this year.



YOU CAN BE THE
**FACE
OF CHANGE**



**Pledge now through
January 15, 2022, by:**

- Mobile app via Apple or Google app store.
- Paper pledge form from a keyworker or online at liteblue.usps.gov/cfc/about-cfc.htm
- QR code above.



EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program is governed by Article 35 of the National Agreement. The National Joint Committee oversees the operation and efficiency of the EAP. The current members of the National Joint Committee are the Postal Service, the National Association of Letter Carriers, and the American Postal Workers Union. The National Postal Mail Handlers Union has been attending the monthly National Joint Committee meetings as a guest since May 2021.

In accordance with the 2019 National Agreement's Memorandum of Understanding Re Article 35, Task Force on Participation on Employee Assistance Program Committees, a Memorandum of Understanding is being finalized between the national parties to memorialize the participation and representation of the NPMHU on the Employee Assistance Program Committees at the National and District level.

The Employee Assistance Program is a free service offering short-term counseling and other resources designed to overcome life challenges that may effect your health, family life or job performance. The Employee Assistance Program is available to all 658,317 Postal Service employees and their family members. Participating in the Employee Assistance Program is voluntary. The Employee Assistance Program hotline at **1-800-EAP-4 YOU (800-327-4968)**, **TTY: 877-492-7341** is available 24 hours a day, 7 days a week, 365

days a year. Upon calling the hotline, a customer service associate will determine the immediate needs of the caller and provide emergency intervention with a counselor, referrals, or information. All counseling sessions are confidential. Counseling sessions are available face to face, via telephone, or by text and video. In October 2021, the call center managed 8,426 calls.

Employee Assistance Program services are also available at **www.EAP4you.com**. The website is very popular, with more than 40,000 visits in the month of October 2021. The website offers web-based self-help tools. The Health Resource Library provides help on topics such as caregiving, health, addiction, and military life. Through the website you are also able to access myStrength, which is a digital behavior platform to help you with reaching goals and maximize overall wellbeing. Topics include mindfulness and meditation, balancing emotions, and stress.

Employee Assistance Program services and resources are also available by downloading the Employee Assistance Program app on your smartphone. Visit **www.EAP4you.com** on your smartphone and you will be prompted to save the app to your phone's home screen.

Take the opportunity to visit the Employee Assistance Program website to explore all the resources and services available to you and your family members.

Make the Call!

USPS EMPLOYEE ASSISTANCE PROGRAM:

1-800-EAP-4-YOU (1-800-327-4968) | TTY: 1-877-492-7341

www.EAP4YOU.com

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CAREER MAIL HANDLERS TO RECEIVE COST OF LIVING ADJUSTMENT

Effective on November 20, 2021, all career Mail Handler craft employees are scheduled to receive the third of three guaranteed wage increases, as outlined in Article 9.1 of the 2019 National Agreement. Specifically: “the basic annual salary schedule, with proportional application to hourly rate employees, for all grades and steps for those employees covered under the terms and conditions of this Agreement shall be increased as follows:

Effective November 20, 2021 – the basic annual salary for each grade and step of Table One and Table Two shall be increased by an amount equal to 1.8% of the basic annual salary for the grade and step in effect

on September 20, 2019. In addition to the general increases provided in Section 9.1, MHAs will receive an additional increase of 1.0%, for a total of 2.8% effective November 20, 2021.

Consistent with Article XIV, Section 3 of the NPMHU National Constitution, we will be implementing a regular membership dues increase of one dollar (\$1.00) per pay period to correspond with the third guaranteed wage increase provided for in the 2019 National Agreement. We are attempting to time the dues increase to coincide with the wage increase that is effective on November 20, 2021 (Pay Period 25) to be reflected in paychecks issued on December 10, 2021.

MAIL HANDLER WAGE RATES – EFFECTIVE NOVEMBER 20, 2021 (PP 25-2021)

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	\$43,500	\$1,673	\$20.91	\$31.37	\$21.75	88	AA	\$45,222	\$1,739	\$21.74	\$32.61	\$22.61
88	A	\$48,378	\$1,861	\$23.26	\$34.89	\$24.19	88	A	\$50,107	\$1,927	\$24.09	\$36.14	\$25.05
88	B	\$54,517	\$2,097	\$26.21	\$39.32	\$27.26	88	B	\$56,665	\$2,179	\$27.24	\$40.86	\$28.33
44	C	\$57,419	\$2,208	\$27.61	\$41.42	\$28.71	44	C	\$59,645	\$2,294	\$28.68	\$43.02	\$29.82
44	D	\$61,690	\$2,373	\$29.66	\$44.49	\$30.85	44	D	\$62,528	\$2,405	\$30.06	\$45.09	\$31.26
44	E	\$62,032	\$2,386	\$29.82	\$44.73	\$31.02	44	E	\$62,901	\$2,419	\$30.24	\$45.36	\$31.45
44	F	\$62,383	\$2,399	\$29.99	\$44.99	\$31.19	44	F	\$63,279	\$2,434	\$30.42	\$45.63	\$31.64
44	G	\$62,723	\$2,412	\$30.16	\$45.24	\$31.36	44	G	\$63,642	\$2,448	\$30.60	\$45.90	\$31.82
44	H	\$63,073	\$2,426	\$30.32	\$45.48	\$31.54	44	H	\$64,019	\$2,462	\$30.78	\$46.17	\$32.01
44	I	\$63,418	\$2,439	\$30.49	\$45.73	\$31.71	44	I	\$64,396	\$2,477	\$30.96	\$46.44	\$32.20
34	J	\$63,772	\$2,453	\$30.66	\$45.99	\$31.89	34	J	\$64,766	\$2,491	\$31.14	\$46.71	\$32.38
34	K	\$64,111	\$2,466	\$30.82	\$46.23	\$32.06	34	K	\$65,137	\$2,505	\$31.32	\$46.98	\$32.57
26	L	\$64,461	\$2,479	\$30.99	\$46.49	\$32.23	26	L	\$65,506	\$2,519	\$31.49	\$47.24	\$32.75
26	M	\$64,806	\$2,493	\$31.16	\$46.74	\$32.40	26	M	\$65,883	\$2,534	\$31.67	\$47.51	\$32.94
24	N	\$65,154	\$2,506	\$31.32	\$46.98	\$32.58	24	N	\$66,259	\$2,548	\$31.86	\$47.79	\$33.13
24	O	\$65,497	\$2,519	\$31.49	\$47.24	\$32.75	24	O	\$66,624	\$2,562	\$32.03	\$48.05	\$33.31
	P	\$65,846	\$2,533	\$31.66	\$47.49	\$32.92		P	\$66,998	\$2,577	\$32.21	\$48.32	\$33.50

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	\$37,819	\$1,455	\$18.18	\$27.27	\$18.91	52	BB	\$39,410	\$1,516	\$18.95	\$28.43	\$19.71
52	AA	\$39,470	\$1,518	\$18.98	\$28.47	\$19.74	52	AA	\$41,034	\$1,578	\$19.73	\$29.60	\$20.52
52	A	\$41,116	\$1,581	\$19.77	\$29.66	\$20.56	52	A	\$42,657	\$1,641	\$20.51	\$30.77	\$21.33
52	B	\$42,766	\$1,645	\$20.56	\$30.84	\$21.38	52	B	\$44,280	\$1,703	\$21.29	\$31.94	\$22.14
52	C	\$44,413	\$1,708	\$21.35	\$32.03	\$22.21	52	C	\$45,902	\$1,765	\$22.07	\$33.11	\$22.95
52	D	\$46,064	\$1,772	\$22.15	\$33.23	\$23.03	52	D	\$47,526	\$1,828	\$22.85	\$34.28	\$23.76
52	E	\$47,712	\$1,835	\$22.94	\$34.41	\$23.86	52	E	\$49,147	\$1,890	\$23.63	\$35.45	\$24.57
52	F	\$49,363	\$1,899	\$23.73	\$35.60	\$24.68	52	F	\$50,772	\$1,953	\$24.41	\$36.62	\$25.39
52	G	\$51,010	\$1,962	\$24.52	\$36.78	\$25.51	52	G	\$52,392	\$2,015	\$25.19	\$37.79	\$26.20
52	H	\$52,658	\$2,025	\$25.32	\$37.98	\$26.33	52	H	\$54,016	\$2,078	\$25.97	\$38.96	\$27.01
52	I	\$54,305	\$2,089	\$26.11	\$39.17	\$27.15	52	I	\$55,637	\$2,140	\$26.75	\$40.13	\$27.82
52	J	\$55,953	\$2,152	\$26.90	\$40.35	\$27.98	52	J	\$57,262	\$2,202	\$27.53	\$41.30	\$28.63
52	K	\$57,602	\$2,215	\$27.69	\$41.54	\$28.80	52	K	\$58,883	\$2,265	\$28.31	\$42.47	\$29.44
52	L	\$59,252	\$2,279	\$28.49	\$42.74	\$29.63	52	L	\$60,507	\$2,327	\$29.09	\$43.64	\$30.25
52	M	\$60,900	\$2,342	\$29.28	\$43.92	\$30.45	52	M	\$62,131	\$2,390	\$29.87	\$44.81	\$31.07
52	N	\$62,548	\$2,406	\$30.07	\$45.11	\$31.27	52	N	\$63,754	\$2,452	\$30.65	\$45.98	\$31.88
52	O	\$64,199	\$2,469	\$30.86	\$46.29	\$32.10	52	O	\$65,375	\$2,514	\$31.43	\$47.15	\$32.69
	P	\$65,846	\$2,533	\$31.66	\$47.49	\$32.92		P	\$66,998	\$2,577	\$32.21	\$48.32	\$33.50

MAIL HANDLER ASSISTANT (MHA) HOURLY WAGE RATES Effective November 20, 2021 (PP 25-2021)

MHA Grade 4 – \$17.32

MHA Grade 5 – \$18.25

DESIGNATE #10268
COMBINED FEDERAL CAMPAIGN
SEPT. 1, 2021–JAN. 15, 2022

Participate to make easy,
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MAIL CHECKS OR MONEY ORDERS TO:

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Donate via credit card at:
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PLEASE CONSIDER DONATING TO PERF DURING THE CFC CAMPAIGN

CHARITABLE ORGANIZATION BELONGING TO ALL POSTAL EMPLOYEES AND RETIREES

MISSION STATEMENT

To aid postal employees and retirees whose homes are completely destroyed or left uninhabitable as a result of a major natural disaster or house fire. When disaster strikes and all is lost, PERF is committed to helping postal families rebuild their lives.

PERF is not an emergency relief or replacement agency such as the Federal Emergency Management Agency (FEMA), the Red Cross and Salvation Army who are set up for immediate needs, or insurance companies who are paid a fee to replace property based on value. PERF provides small relief grants to qualifying victims of natural disasters to help them

re-establish residence and obtain basic necessities in the aftermath of a devastating loss. Our goal is to issue relief grants to individuals who qualify for assistance within 30–90 days of receiving a complete application.

Mother Nature's not going away, and with your help—neither will PERF! We will remain steadfast in our efforts—to aid, serve and support postal families in crisis.

If you would like to help postal families recover from the devastating effects of a destructive disaster:

Please "Donate Now" to make an immediate credit card donation, or learn how to text or mail donations to provide assistance. Don't forget to also designate PERF #10268 during the Combined Federal Campaign to make easy, affordable payroll contributions

Postal Employees
Relief Fund



*Rebuilding The Lives Of
Postal Families Since 1990*

The Postal Employees' Relief Fund is a 501(C)(3) Charitable Organization. Contributions are tax-deductible.

YOU CAN BE THE
**FACE
OF CHANGE**



MAIL HANDLERS

ACROSS THE COUNTRY



A



D



B



D



D



C

LOCAL 300 HAPPENINGS

- A)** Local 300 Vice President M. Yvette Johnson with Congressman Bill Pascrell (D-NJ-09)
- B)** Local 300 Vice President M. Yvette Johnson with Congressman Albio Sires (D-NJ-08)
- C)** Local 300 Annual New York Jets gathering
- D)** Local 300 held their Article 12 Training in-person at Local 300's Hoagie Hall. To assist Local 300 President Tabarus with the training were National Trainer and Vice President Eastern Region John Gibson, National CAD Representative Tom Ruther and Regional CAD Director Northeast Patrick Donovan.

LOCAL 318 MEETING WITH CONGRESSWOMAN DEBBIE WASSERMAN-SHULTZ (D-FL-23)

Local 318 President Nick Mosezar and 318 Legislative Committee Members Danny Diaz (Royal Palm P&DC) and Ken Czwojdek (West Palm Beach P&DC) met with Congresswoman Debbie Wasserman-Shultz to discuss various matters particularly Postal Reform.



LOCAL 322 ARTICLE 12 TRAINING

Local 322 held an in-person Article 12 Training. Both National Trainer and Vice President Eastern Region John Gibson and National Trainer and Vice President Southern Region Lawrence Sapp were on hand. Pictured: Back row (Left to Right): Jen Galuschik, Deb Stophel, Kam Collins, Charles Leviege, Bill Best, Ryan Pigmon, Dave Cavalier. Front Row (Left to Right): Jason Bankston, Mandy Penovich, Darlene Kaleugher, Joe Fitzgerald, Local 322 President Kelly Dickey, National Trainer and Eastern Region Vice President John Gibson and National Trainer and Southern Region Vice President Lawrence Sapp.



RI-399 SWAT TEAM TRAINING

The National Office hosted a virtual RI-399 SWAT Team Training covering several aspects of the grievance process. In attendance were: National President Paul Hogrogian, Assistant to the National Officers Neil Ryan, National CAD Manager Teresa Harmon, National CAD Representative Tom Ruther, National CAD Representative Charles Manago, Eastern Regional Director Eugene Horton, Northeast Regional Director Patrick Donovan, Southern Regional Director Eileen Mills, Western and Central Region Director David Ross, Western Regional Director Don Gonzales. Local 301 Branch President Paul Bureau, Local 297 President Chris Bentley, Local 310 Vice President Lisa Greer, Local 300 SEBM Lucy Lombardo, Local 306 SEBM Nicholas Lehto, Local 307 Recording Secretary Ursula Patterson, Local 308 Recording Secretary Joseph Zelenenki, Local 318 President Nick Mosezar, and General Counsel Bruce Lerner



LOCAL 301 HAPPENINGS

- A)** Local Local 301 held an in-person council Update at the LiUNA Training Center in Pomfret, CT. Various special guests attending the meeting included: LiUNA General Secretary-Treasurer Armand E. Sabitoni, National President Paul Hogrogian, Vice President Northeast Region David Wilkin, Vice President Eastern Region John Gibson, National CAD Representative Tom Ruther, Regional CAD Director Northeast Region Patrick Donovan, Legislative and Political Director Katie Maddocks, Local 300 President Kevin Tabarus, Local 301 Counsel Jocelyn Jones and National President Emeritus John F. Hegarty.
- B)** Local 301 celebrated the retirement of long time Mail Handler Gerry Burke. Gerry Burke a long time Mail Handler at the Brockton, MA P&DC facility retired after 53 years of service. Local 301 President Dan St. Marie amongst many others were on hand to celebrate and offer wishes of good luck to Mr. Burke on his final day as a Mail Handler.
- C)** Local 301 held a virtual Council Update to bring the council up to speed on current issues affecting the local. National President Paul Hogrogian took the floor to offer insight into National issues. Vice President Northeast Region David Wilkin offered insight on COVID issues. National CAD Representative Tom Ruther and Regional Director Northeast Region Patrick Donovan updated the council on National and Regional CAD issues. Legislative and Political Director Katie Maddocks offered updates on issues affecting Capitol Hill and the Postal Service. Lastly Local 300 President Kevin Tabarus spoke on issues affecting both locals. The meeting closed with Local 301 Recording Secretary Christine Couture doing roll call of the council.

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