

# THE MAIL HANDLER

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

SPECIAL 2020 CONVENTION EDITION



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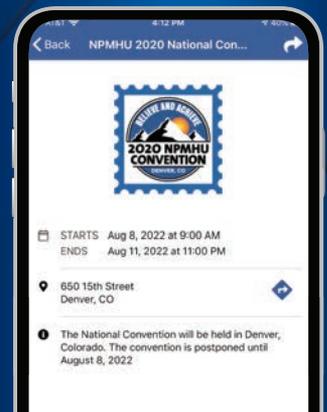
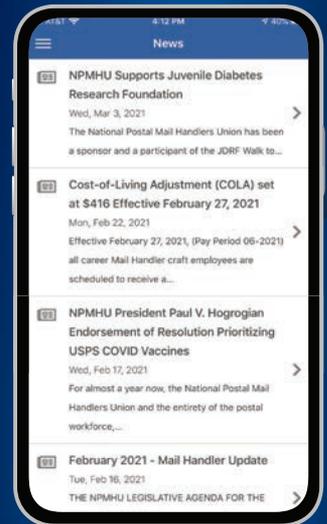
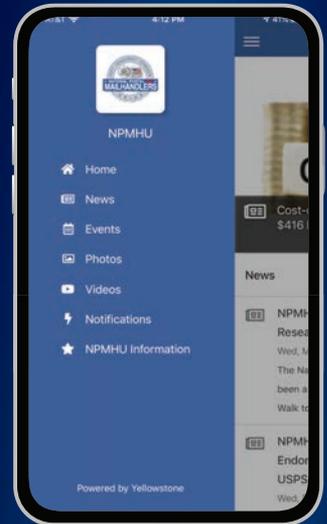
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# THE MAIL HANDLER

NATIONAL POSTAL  
MAIL HANDLERS UNION

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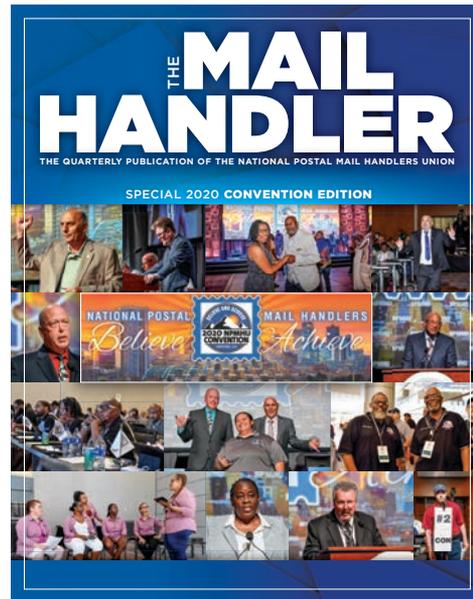
The Mail Handler, ISSN:1098-5689, is published quarterly by the National Postal Mail Handlers Union, 815 16<sup>th</sup> St, N.W. Suite 5100, Washington, DC 20006. Periodicals postage paid at Washington, D.C. and additional mailing offices.

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**ON THE COVER:**

The NPMHU's delayed—but not denied—2020 National Convention was held in Denver, Colorado from August 8 through August 11, 2022.

THE QUARTERLY PUBLICATION OF THE  
NATIONAL POSTAL MAIL HANDLERS UNION

## NATIONAL BARGAINING CONTINUES CONTRACT SET TO EXPIRE ON SEPTEMBER 20, 2022

Paul V. Hogrogian, National President



**D**ear Members:

Although it seems like a short time since the commencement of negotiations on June 10, 2022, the collective bargaining agreement between the NPMHU and the USPS is set to expire on September 20, 2022.

The NPMHU bargaining team is led by the National President and includes National Secretary-Treasurer Mike Hora, Manager of Contract Administration Teresa Harmon, Executive Assistant to the National Officers Neil Ryan, National CAD Representatives Tom Ruther and Eugene Horton and our legal team from the NPMHU's General Counsel's office. The USPS team is led by the Deputy Postmaster General and Chief Human Resources Officer Doug Tulino, and includes Acting Vice President of Labor Relations Tom Blum and Chief Spokesperson Patrick Devine.

Our priorities in bargaining include:

1. A fair and just general wage increase
2. A continuation of Cost of Living Adjustments (COLAs)
3. Keep the No Lay-Off clause
4. Improve the wages, rights, and benefits for our Mail Handler Assistants (MHAs)
5. Continue MHA conversions to career status
6. Return subcontracted work to the Mail Handler Craft and stop future subcontracting
7. Minimize the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments
8. Address the issue of MHAs serving as 204Bs
9. Fixing the badly broken wage scale which hinders the recruitment and retention of new Mail Handler employees

The goal is to obtain a tentative National Agreement, subject to membership ratification, prior to the September 20 deadline, but previous rounds of bargaining have often been extended to allow the parties to continue meeting to finalize an agreement. However, if no agreement is reached, and the parties reach impasse, there are alternate

dispute resolution procedures to determine the changes to the National Agreement through final and binding interest arbitration.

The proposals presented by the NPMHU were extensive and aimed to improve the quality of work for every Mail Handler. Submitted proposals included:

- A Memorandum of Understanding on Dignity and Respect
- Updating the non-discrimination policy
- Greater protections and privileges for MHAs
- Better regulation on management's use of 204Bs
- Limiting Subcontracting and bringing subcontracted work back in-house
- Holiday Issues including incorporating the Juneteenth holiday into our contract

In total, over 75 proposals have been submitted by the NPMHU. The NPMHU has been addressing these issues through main table discussions and through appropriate subcommittees.

Regarding economic issues, the NPMHU has proposed general wage increases, maintenance of the COLA, and has prioritized proposals affecting MHAs and newly converted full-time career employees. This includes better pay for MHAs and correcting the wage scales that have adversely affected MHAs and those Mail Handlers on the lower end of the career wage scale.

Conversely, USPS negotiators have introduced less than 10 non-economic proposals. In addition to their lack of genuine proposals, USPS representatives have displayed a much less cooperative atmosphere in the last month, and have stalled progress in sincere negotiations. The USPS is calling for the referral of many NPMHU proposals to the much lengthier and more bureaucratic process for approving economic proposals.

On numerous occasions, the NPMHU has asked the USPS representatives to come to prompt tentative agreements on issues that would not have an adverse impact on postal operations, or which have been routinely granted to other crafts.

In these instances, the USPS negotiators to this point have displayed a noted resistance and lack of transparency as to why they refuse to agree.

As the contract deadline approaches, the NPMHU hopes that the USPS will be open to a more realistic discussion of our proposals, as well as being more forthcoming of their intentions. . If we fail to reach an agreement that is fair for the NPMHU membership, however, we are ready, willing, and able to continue to fight through the interest arbitration process. The NPMHU Negotiations Team will continue to strive to do what is best for the NPMHU, the Postal Service, and the American mailing public.

The NPMHU will keep the membership informed of the progress of these negotiations.

\* \* \*

We are extremely pleased to announce that the NPMHU has prevailed in National arbitration concerning the Postal Service’s decision to subcontract Mail Handler work at the Kansas City Surface Transportation Center (STC). The

**The goal is to obtain a tentative National Agreement, subject to membership ratification, prior to the September 20 deadline, but previous rounds of bargaining have often been extended to allow the parties to continue meeting to finalize an agreement.**

award should also apply to several other STCs that have been subcontracted, and favorably interprets several prior National awards under Article 32 and related contract provisions. In short, this Award from National Arbitrator Daniel Brent should help to restrict or even end the USPS practice of subcontracting Mail Handler work to private employers

without first considering the views of the Union on all issues properly presented. The Brent Award remanded the issue of remedy to the National parties, meaning that the remedial portion of this Award and its impact on subcontracting at the STC in Kansas City, and in other locations, is still to be determined.

The NPMHU has also been in discussions with the Postal Service to return some of the Terminal Handling Services (THS) work which has been subcontracted for many years. So far, we have reached agreement to return the THS functions in Phoenix, and are discussing other THS sites to bring back in-house, including Anchorage, Alaska.

\* \* \*

On July 28, 2022, the NPMHU and the Postal Service reached agreement on another Memorandum of Understanding that provides for additional Mail Handler staffing by converting an additional 2,702 Mail Handler Assistants (MHAs) to Full-Time Career status in 192 installations throughout the country. This MOU, along with previous MOUs signed in December 2020 (5,291 conversions), March 2021 (885 conversions), June 2021 (6,596 conversions), and May 2022 (230 conversions) have provided for 16,906 conversions to career status. In addition to the conversion MOUs, the Residual Vacancy MOU continues to pay dividends. The provisions of the Residual Vacancy MOU continue to apply, and additional MHAs are being converted in addition to those converted under the conversion MOUs.

- Total Conversions since the inception of the MHA category: 35,139
- Total Conversions since the Residual Vacancy MOU: 32,683

The NPMHU will continue its efforts to maximize the Full-Time career workforce for Mail Handlers.

\* \* \*

I remain confident that through the hard work of our Contract Administration Department, both Nationally and Regionally, our legal representatives, and our Local and Branch representatives, we can successfully meet all challenges that lie before us.

Fraternally,

**Paul V. Hogrogian**  
National President

# NATIONAL CONTRACT NEGOTIATIONS ENTERS FINAL STAGE

Michael J. Hora, National Secretary-Treasurer



**M**ost of the content in this magazine is specific to the twice-delayed, and twice-rescheduled 2020 National Convention. Of more importance, however, is the progress of national contract negotiations.

As this publication goes to press, we are in the final weeks of our existing contract with the United States Postal Service which is set to expire on September 20, 2022. The process of bargaining a new agreement began one year ago when President Hogrogian issued the official call for bargaining proposals. That solicitation generated more than 800 proposals from the NPMHU membership. President Hogrogian also hosted a bargaining strategy session in Washington, DC in November 2021 with all Local Presidents and SAMLU attendees. The NPMHU's Field Negotiating Committee subsequently met 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.

Bargaining with the USPS formally kicked off on June 10, 2022, when President Hogrogian and Postmaster General Louis DeJoy and their respective bargaining teams met in the Ben Franklin room of USPS Headquarters at L'Enfant Plaza. There, PMG DeJoy and President Hogrogian shook hands and officially opened negotiations for our next contract.

So, we've been at it for nearly a year and are *in the home stretch* as they say, but have we made any headway? To keep the membership apprised of the status of national negotiations, the NPMHU has published eight Contract Updates prior to this publication going to press as a means by which to keep the membership aware of the details of negotiations. It is difficult to measure progress when everything is contingent on an all-inclusive package segregated by economic and

non-economic proposals. It is possible to reach an informal *tentative-agreement* (TA) on individual issues, but collectively, TAs are only a piece of the process and have been hard to come by. National negotiations include main table bargaining sessions and meetings of subcommittees. Main table sessions focus on the most important issues and subcommittees do a deep dive into specific areas such as MHA topics, Article 12, Group Leaders and 204Bs, MOUs, Article 32, and Article 11. These main table and subcommittee meetings have been ongoing for the past 3 months and have resulted in countless hours of deliberation.

Collectively, the parties have formally exchanged nearly one-hundred proposals and counter-proposals. The NPMHU does so with the goal of obtaining a favorable tentative National Agreement worthy of a ratification vote. Now, the parties are preparing for nine days of sequestration and intense bargaining in a DC hotel. This is where the rubber hits the road. We will find out if the USPS really wants to reach an agreement, or not. There will be a National meeting with all Local Presidents on September 23, 2022, to discuss the status of bargaining and national negotiations. We will continue to disseminate bargaining updates as warranted. Please watch your local bulletin boards, as well as the NPMHU website at [npmhu.org](http://npmhu.org).

In Unity,

**Michael J. Hora**  
National Secretary-Treasurer

Now, the parties are preparing for nine days of sequestration and intense bargaining in a DC hotel. **This is where the rubber hits the road. We will find out if the USPS really wants to reach an agreement, or not.**

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# BELIEVE AND ACHIEVE: 2020 CONVENTION, DENVER, COLORADO

**T**he NPMHU's delayed—but not denied—2020 National Convention was held in Denver, Colorado from August 8 through August 11, 2022. The theme of this year's Convention was "Believe and Achieve," which echoed the spirit of perseverance that carried the NPMHU through the difficult challenges of the past 6 years, including the COVID-19 pandemic. Delegates from the NPMHU's thirty-six

Locals gathered in the Centennial Ballroom of the Denver Hyatt Regency for each day of Convention business. The quadrennial Convention is the supreme governing body of the NPMHU and helps set its course for the years to come. In accordance with the NPMHU's belief in democracy and fair representation, more than 320 delegates convene at the Convention to amend the NPMHU constitutions, examine

important issues facing the Union, and pass resolutions to guide policy for the next few years. In recognition of this importance, the Convention was full of pertinent debate and discussion on national and local business.

## PREPARATIONS

Preparations for most NPMHU National Conventions take place over the course of a little more than a year.



Because the Covid-19 pandemic had delayed this Convention twice, however, the 2020 National Convention has been in planning for over three years. Over this period, NPMHU staff at the National Office have been working hard to nail down the logistics and details needed for a successful convention. Starting in May 2022, Convention Committees began meeting in Washington, DC to review the issues

facing this Convention: delegate credentials, convention rules, resolutions, and proposed constitutional amendments. (Actually, before the August 2020 Convention was officially postponed, the Credentials Committee had started its meetings in May 2020.) The terms of office for all members of the National Executive Board were set to expire in 2020, so they were reelected in a virtual nomination and primary





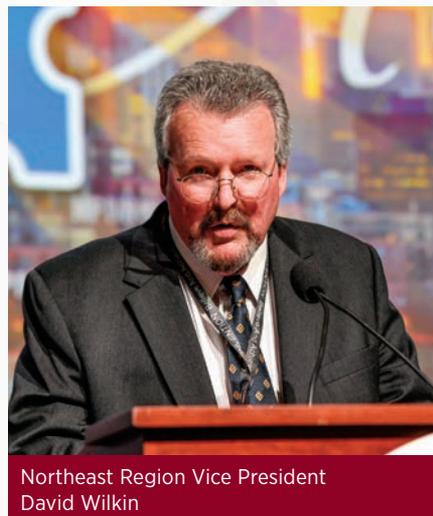
National President Paul V. Hogrogian



National Secretary-Treasurer Michael Hora



President Emeritus John Hegarty



Northeast Region Vice President David Wilkin

process, followed by a mail-ballot election held in the fall of 2020. Because of this, the National Convention did not require either a Committee to Elect the Election Committee or an actual Election Committee. The Committees which were selected for this National Convention and their respective chairs are listed below:

- Credentials Committee, J.R. Macon (Local 329)
- Rules Committee, John Gibson (Local 308 and Eastern Region VP/NEB)
- Constitution Committee, David Wilkin (Local 309 and Northeastern Region VP/NEB)
- Legislative and Political Committee, June Harris (Local 306 and Central Region VP/NEB)
- Resolutions Committee, Lawrence Sapp (Southern Region VP/NEB)

Despite the delay of the Convention by two years, each Committee received a healthy number of submissions from the membership. The Committees that arrived in Washington, DC had a lot of work to accomplish. Over multiple days each, the committees worked tirelessly to accomplish their goals. Around the conference table of the NPMHU headquarters, committee members debated and discussed each proposed constitutional amendment and each submitted resolution.

The Constitution Committee discussed eighty-five proposals, recommending many for adoption and leaving others to be brought up by delegates on the Convention floor. Similarly, the Legislative Committee recommended six proposals. Those six proposals were then reviewed by members of the Resolutions Committee,

which adopted those six and ten more resolutions of their own. All the recommended amendments and resolutions approved by these committees, as well as copies of those properly submitted but not recommended, were included in the Convention reports made accessible to all the delegates upon their registration in Denver before the start of the Convention.

Complementing the work of the National Executive Board and the Convention Committees were the tireless efforts of the Locals. For the past three years, Local Unions have been deciding the number of delegates they wished to send, holding elections of said delegates, and submitting the proposals that determine the business of the Convention. This National Convention proved to be especially challenging for Locals, as the delay meant that many delegates retired, changed crafts, or in some other manner became disqualified to attend. Facing this challenge head-on, Local Unions took the time to contact and appoint alternates, as

well as hold Local Union Council votes to adjust the size of their delegation. Their efforts made it possible for the Credentials Committee to ensure that all the delegates on the Convention floors were duly elected and properly credentialed. Without this hard work, the Convention would not have been possible.

### THE NPMHU COMES TO DENVER!

Amongst the first to arrive in Denver in the earliest days of August were staff members of the NPMHU National Office and the NEB. As soon as they hit the ground in Denver, staff members worked round-the-clock to prepare the hotel for a productive Convention: unloading boxes, processing and distributing convention materials, and doing all they could to ensure that the Convention ran smoothly.

On August 3 and 4, the National Executive Board met in the conference rooms of the Hyatt Regency to finalize the NEB's role in the Convention. These meetings also served as the NEB's

regular session for the third quarter of 2022. After a long meeting, the NEB was confident that the NPMHU was well positioned to produce a fantastic National Convention.

Following the NEB meeting and the finalization of logistical preparations, Convention Committees arrived for their final meetings. Although they had met months earlier, these final meetings allowed each committee to resolve any last-minute issues and finalize each committee report.

The Credentials Committee was the first to meet on August 5, 2022. Similar to the impact on Local Unions, a two-year delay and constant delegate changes made things difficult for the Credentials Committee — but not impossible. The Committee took their final meetings to complete and confirm the official list of certified delegates. As last-minute changes were processed, the Credentials Committee was finally able to approve its initial report.

Following the Credentials Committee was the Constitution Committee, which



NPMHU National Executive Board (l-r) Vice Presidents Dave Wilkin, June Harris, John Gibson, Don Sneesby, Lawrence Sapp (front l-r) Secretary-Treasurer Michael Hora, National President Paul Hogrogian

# INDIVIDUAL LOCAL PRESIDENTS



**Local 297 President**  
Chris Bentley



**Local 298 President**  
Wayne Foster



**Local 299 President**  
Keala Parker



**Local 300 President**  
Kevin Tabarus



**Local 301 President**  
Dan St. Marie



**Local 302 President**  
Tony Coleman



**Local 303 President**  
Eddie Cowan



**Local 304 Vice President**  
Gregory Hill



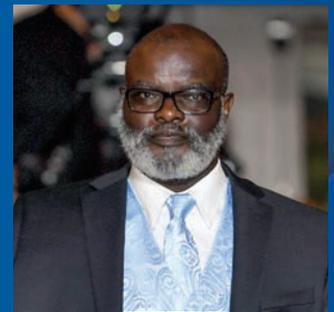
**Local 305 President**  
Felandria Jackson



**Local 307 President**  
Jim Haggarty



**Local 310 President**  
Lisa Greer



**Local 311 President**  
Charles Charleston



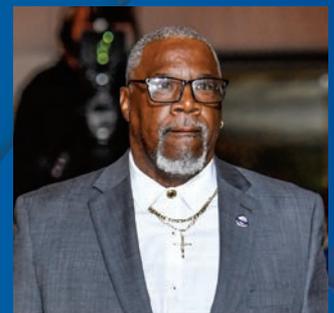
**Local 312 President**  
Troy Davis



**Local 313 President**  
Maurice Torres



**Local 315 President**  
Joe Harms



**Local 317 President**  
James (JC) Morris



**Local 318 President**  
Nick Mosezar



**Local 320 President**  
Bernie Gonzalez



**Local 321 President**  
Tony Wilson



**Local 322 President**  
Kelly Dickey



**Local 323 President**  
Jeff Larsen



**Local 324 President**  
Dan Riemann



**Local 325 President**  
Dwayne Williams



**Local 327 President**  
Steve Buksch



**Local 328 President**  
Todd Larson



**Local 329 President**  
John (JR) Macon



**Local 330 President**  
Bob Griffith



**Local 331 President**  
Dave Wisneski



**Local 332 President**  
Edvina Tesch



**Local 333 President**  
Monica Marshall



**Local 334 President**  
Sheldon Adams



## 2020 CONVENTION



prepared for the many hours of floor debate that would result from its recommendations. Committee members reviewed their written reports one final time, and the Committee prepared to field questions from delegates. With major changes occurring both in the Union and the Postal Service since the 2016 Convention, Constitution Committee members were diligent and careful in their preparations for the Convention floor. After a fruitful meeting, committee members emerged from the conference room well-suited to do their duty.

On August 6, the Rules Committee met to approve the rules and

regulations that would govern the Convention and ensure equity amongst the delegates. Most of the guidelines adopted by the Rules Committee have served the NPMHU well in past conventions, which meant that the Rules Committee completed its business quickly. The Legislative and Resolutions Committee also met that day to review the NPMHU's legislative and political agenda for the forthcoming Convention. While most of their work had been done when they earlier met in Washington, DC, these two committees met one last time to guarantee that they had all the requisite

knowledge necessary to field questions from the delegates.

By the evening of August 7, delegates from all over the country began to arrive in Denver. Many members who had longed to see their long-distance brothers and sisters got the opportunity to embrace for the first time in six years. Registration ran smoothly, and by dinner time, most of the Convention's delegates had been registered. Amongst the material received by delegates was the customary "swag bags" provided by the National and Local 321. In addition, delegates received a wonderful surprise: the heavy and cumbersome delegate



books usually printed and utilized by the delegates were replaced by a brand-new iPad — courtesy of LiUNA, the NPMHU's international parent body. Delegates used these devices to access the Convention schedule and committee reports, saving the NPMHU the cost of printing and providing for a much more climate-conscious Convention.

### DAY 1: MONDAY, AUGUST 8

On the morning of August 8, hundreds of delegates, guests, and distinguished speakers made their way into the Hyatt Regency's Centennial Ballroom. After a hearty breakfast, delegates made their



## 2020 CONVENTION

way to the Convention floor for the opening of the 2020 NPMHU National Convention. Following the introduction of all Local Presidents and all National Officers, National President Paul Hogrogian took to the podium to open the Convention as only a long-time Mail Handler could. After some colorful remarks by President Hogrogian, the Convention was officially kicked off with an invocation by Local 306 President and Central Region Vice President June Harris. Following the invocation, the delegates enjoyed the presentation of the colors by a local Air Force auxiliary unit, and a beautiful rendition of the national anthem performed a cappella by the talented Ishka Bee Phoenix. Local 321 President Tony Wilson, representing the Convention's host Local, gave remarks welcoming all the delegates and guests to the "Mile-High City."

Delegates and their guests were thereafter treated to the words of various allies from politics and the labor movement, as well as familiar voices within the NPMHU family. Congressman Ed Perlmutter (CO-07) was the first to speak and reaffirm his dedication to reforming the Postal Service and remaining a strong ally to the NPMHU. Following Congressman Perlmutter was Representative Don Bacon (NE-02). A proud veteran and staunch ally of the labor movement, Congressman Bacon reported on all the wonderful legislative reforms that had been achieved by the NPMHU in the past couple of years. This includes the Postal Service Reform Act of 2022, which relieved the Postal Service of the burden of prefunding retirement benefits. Like all the guest speakers would eventually receive, Congressmen Perlmutter and Bacon were given a small gift (aptly called a "little thing") by



Western Region Vice President  
Don J. Sneesby



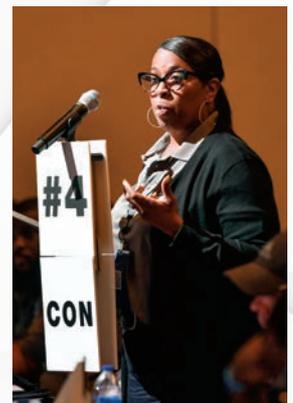
Eastern Region Vice President  
John A. Gibson



Central Region Vice President June Harris



Southern Region Vice President  
Lawrence B. Sapp





Constitution Committee



Resolutions Committee



Credentials Committee



Rules Committee



Legislative and Political Committee



President Hogrogian as a token of the NPMHU's gratitude. This presentation was complete only after the delegates authorized the gift with a rousing cheer of approval.

Following the remarks of Congressional allies, delegates were honored with the words of NPMHU President Emeritus John Hegarty, who spoke of the joys of retirement and the pressing issues facing the NPMHU. While he does not miss Washington,

President Hegarty expressed that he missed his brothers and sisters in the NPMHU. President Hegarty's faith in the NPMHU and its current leadership remains strong, and he looks forward to the bright future that awaits the NPMHU. As a token of appreciation for his many years of service to the NPMHU, delegates approved President Hegarty for his own "little thing!"

Speaking next to the delegates via recorded message was General

President Terry O'Sullivan of the Laborers' International Union of North America (LiUNA), the NPMHU's international affiliate. President O'Sullivan expressed the warm regards of the NPMHU's LiUNA brothers and sisters and praised the Mail Handlers for all the progress that they had made in legislative and contractual matters. Of most importance, he strenuously reaffirmed the support of LiUNA for the Mail Handlers and wished the best to

# LOCAL UNION DELEGATIONS



LOCAL 310



LOCAL 301



LOCAL 306



LOCAL 329



LOCAL 332



LOCAL 323



LOCAL 321



LOCAL 316



LOCAL 311



LOCAL 299



LOCAL 305



LOCAL 302

# LOCAL UNION DELEGATIONS *CONTINUED*



**LOCAL 304**



**LOCAL 308**



**LOCAL 318**



**LOCAL 333**



**LOCAL 334**



**LOCAL 303**



**LOCAL 313**



**LOCAL 320**



**LOCAL 300**



**LOCAL 297**



**LOCAL 307**



**LOCAL 317**

## 2020 CONVENTION

the NPMHU in its upcoming contract negotiations. As President O'Sullivan put it, "if the Post Office picks a fight with the Mail Handlers, they are gonna get a war with LiUNA." To this, NPMHU delegates jumped to their feet in clamoring approval.

Delegates were also privy to an interesting and informative presentation on the Mail Handlers Benefit Plan by our longtime partners at Aetna. Pam Barrett and the entire Aetna team encouraged all Mail Handlers everywhere to join this fantastic healthcare plan and secure their health for themselves and their families. Aetna's

presentation reaffirmed that the MHBP is still one of the best healthcare options available to Mail Handlers to ensure that their lives are happy and healthy.

The first day of the 2020 National Convention ended with the formal business of the Credentials and Rules Committees. After reviewing both committees' reports, delegates unanimously certified the seating of all delegates and adopted the written Rules of the Convention. Copies of these reports — as well as the other committee reports — were made available to the delegates online, through their iPads, and remain

online for review by the entire membership at the Convention Resources link on [convention.npmhu.org](http://convention.npmhu.org).

### DAY 2: TUESDAY, AUGUST 9

On August 9, 2022, delegates reconvened in the Hyatt Regency's Centennial Ballroom for the second day of business at the 2020 National Convention. Delegates returned to the Convention floor fully prepared to hear speakers and debate the issues. The day's proceedings were opened by Delegate Rick King of Local 318, who delivered a moving invocation and set the tone for the day.



Pam Barrett, Executive Director, Account Management Aetna



Aetna and MHBP gather in Denver



In a show of labor solidarity, NPMHU delegates had the honor of listening to Dewey Jackson, who currently serves as the President of the AFL-CIO Denver Area Labor Federation (DALF). As a former Mail Handler and member of NPMHU Local 321, the words of Brother Jackson resonated with his Mail Handler brothers and sisters. He stressed that the Mail Handlers Union has a strong place in the labor movement, and that their brothers and sisters in the AFL-CIO stand ready to provide support. As a prominent labor leader in the Denver area, Brother Dewey works tirelessly for the benefit of Colorado

Mail Handlers, other USPS employees, and all working people. The NPMHU is proud to call him a brother and a fervent ally in the labor movement.

Following the words of Brother Jackson, National President Paul Hogrogian took the stage to present his official report. In his remarks, President Hogrogian highlighted many of the achievements of the NPMHU since its last Convention in 2016. Hogrogian underscored the three rounds of collective bargaining since 2016, numerous settlements and arbitration awards that have improved the working conditions of Mail Handlers, and several other



highlights of the past six years, such as the conversion of almost 35,000 MHAs to full-time career status. His uplifting comments and strategic call to action reminded the delegates why they are proud to call themselves Mail Handlers.

After President Hogrogian's "State of the Union," National Secretary-Treasurer Mike Hora presented a report on the National Union's finances. Although the Union has taken many measures to reduce its overall costs, the National Union has experienced a declining fund balance that requires

## 2020 CONVENTION



Central Region



Eastern Region



Northeastern Region

immediate attention. The revenue of the National Office is critical in running the Union and ensuring that the National Union has all the requisite resources to bargain with and arbitrate against the USPS.

On the Convention floor, delegates were finally able to debate proposed changes to the National Constitution recommended by the Constitution Committee. By the end of a long day

of spirited debate, delegates had considered and approved all the proposed changes to the National Constitution. This included a 50/50 split between the National and Locals on all future dues increases and a special, one-time dues increase of \$1 separate from the yearly increase.

The day ended on a joyful note with a raffle drawing conducted by the Political Action Committee operated

by the NPMHU. The big winner was the PAC and its financial support of legislative and political activity that is so critical to the current and future benefits of all Mail Handlers.

After formal business wrapped for the day, attendees prepared to depart for Mile High Station/Iron Works, an event space in downtown Denver allowing the delegates to celebrate their achievements over the first two days of



Southern Region



Western Region



the 2020 Convention. The night's festive activities were filled with dancing, libations, and the fellowship that makes the NPMHU feel like a family.

### DAY 3: WEDNESDAY, AUGUST 10

On August 10, delegates gathered once more in the Centennial Ballroom to continue their important discussions of the issues. Although delegates and honored guests thoroughly enjoyed the music

and camaraderie of the prior day's outing to the Mile High Station and Iron Works, they returned to the floor determined as ever to debate the issues.

The day's proceedings were opened by Eugene Horton, National Contract Administration Representative and member of Local 305. As a Mail Handler who works to secure the best standard of living for Mail Handlers through grievance arbitration and national contract

bargaining, Brother Horton's message was uplifting while being grounded in perseverance. He urged the delegates and his fellow Mail Handlers to consider every proposal carefully and do what was best for the membership and the Union.

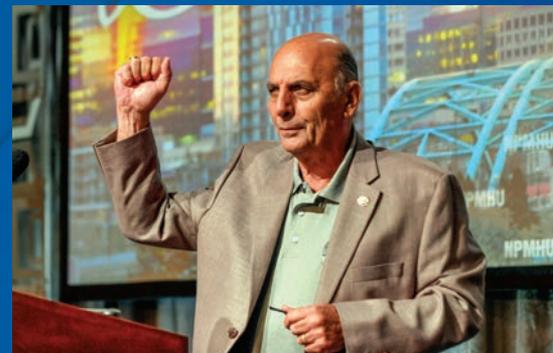
This day provided delegates the opportunity to consider changes to the Uniform Local Union Constitution (ULUC), which governs our Local Unions and has a great impact on

# 2020 CONVENTION MOMENTS





# 2020 CONVENTION MOMENTS *CONTINUED*





## 2020 CONVENTION

the day-to-day lives of our membership. Like the National Constitution, debate on the ULUC was spirited and thorough. Delegates debated issues recommended by the Constitution Committee, including Local Executive Board spending and the administration of Local elections. These key issues inspired productive and meaningful conversation amongst the different delegations. While all delegates did not agree, debate remained positive and

civil. Through their cooperation and discourse, the delegates were able to secure the passage of important new provisions to govern through the Uniform Local Union Constitution.

In accordance with the Convention rules, delegates were then given the option to consider any constitutional proposals that were duly submitted but not recommended by the Constitution Committee. In this instance as well, delegates practiced passionate advocacy

and true cooperation. There were lively debates, and several roll-call votes, to deal with these disagreements. Prior to their lunch break, the delegates were able to conclude their debate on the ULUC, and the business of the Constitution Committee was finished. As a result of their skillful work, all delegates had a reason for a rousing round of applause.

The next order of business was the report of the Resolutions Committee,



Rep. Andrew Garbarino (NY-02)



Rep. Andy Kim (NJ-03)



Rep. Bill Pascrell Jr. (NJ-09)



Rep. Brian Fitzpatrick (PA-01)



Rep. Stephen Lynch (MA-08)



Rep. Dave Joyce (OH-14)



Rep. Gerry Connolly (VA-11)



Rep. Lori Trahan (MA-03)



Rep. Pete Welch (VT-At Large)



Rep. Don Bacon (NE-02)



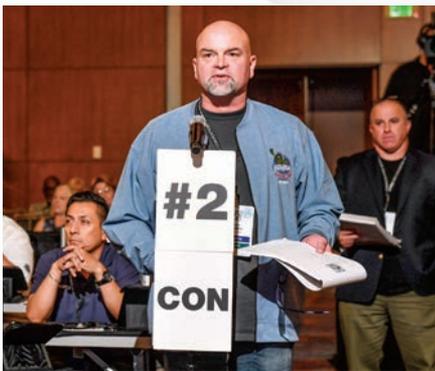
Rep. Ed Perlmutter (CO-07)



Sen. Chuck Schumer (NY)



Sen. Gary Peters (MI)



which was delivered by its chairperson, Vice President Lawrence Sapp. After a few touching remarks about his family and the power of the NPMHU, Chairman Sapp led the delegates through the reading of each resolution. The Resolutions Committee was tasked with considering expressions of the membership's ideals and hopes. Adopted resolutions included tributes to two powerful allies for justice,

Congressmen John Lewis (GA-5) and Elijah Cummings (MD-7). As stalwarts in Congress and true warriors for equality, delegates unanimously expressed approval for their tributes. Other approved resolutions included opposition to privatization and subcontracting in the Postal Service, as well as encouraging Local Unions to join their AFL-CIO Central Labor Councils and State Federations.

Throughout the day, delegates also had the opportunity to donate to the NPMHU PAC and receive a prize from past years' PAC incentive packages, while also contributing to their yearly total. As the PAC is a key component of the NPMHUs legislative battles on Capitol Hill, delegates and guests were encouraged to donate. All who participated went away happy in the knowledge that they had contributed

## 2020 CONVENTION

to the legislative efforts of the NPMHU, as well as received some pretty spectacular NPMHU “swag.”

### DAY 4: THURSDAY, AUGUST 11

NPMHU delegates gathered for one last time in the Centennial Ballroom of the Hyatt Regency. After a brief opening which included an invocation and a few remarks by National Secretary-Treasurer Mike Hora, the Convention went right into its last day of substantial business. As has been in the case for the start of every convention, delegates heard an invocation. This time, Brother Jesse Givens of Local 311 led the NPMHU delegates in a blissful moment of prayer and reflection.

To begin the substantial business of the fourth day, delegates had the opportunity to hear from Sister June Harris once again. She addressed the delegates in her capacity as Chairwoman of the NPMHU Women’s Committee. Created in 2017 by President Hogrogian, the Women’s Committee serves an important purpose within the NPMHU. Throughout the Convention, the Women’s Committee networked with delegates and guests in the ballroom foyer, offering valuable information on healthcare, and guidelines on how to detect and deter sexual harassment.

Sister Mail Handlers find themselves facing unique challenges



Katie Maddocks, Legislative and Political Director





within the Postal Service and the NPMHU. The goal of the Women's Committee is to bring attention to these issues and to serve as the vanguard in the fight for equity in the Mail Handler Craft and the Postal Service. Alongside providing material on such critical issues, the Women's Committee was also responsible for the raffle of NPMHU gift baskets that were made possible due to the generosity of the Committee's members and many Local Unions.

It proved to be a busy day for Vice President Harris, as she returned to the rostrum in her capacity as Chairwoman of the Legislative and Political Committee. Like the Resolutions Committee, this group considered resolutions duly submitted to the National Office. However, these resolutions were mostly political in nature, usually calling for the passage of specific legislation.

In total, all six of the committee's recommend resolutions were adopted. These included but were not limited to: giving strong support to the passage of the Protect the Right to Organize (PRO) Act, the Freedom to Vote: John Lewis Act, and raising the national minimum wage. Support of this legislation by the NPMHU is an essential step in creating a freer and more equitable country.

In his closing remarks to the Convention, President Hogrogian reminded all the delegates that the NPMHU is strong and will continue to fight for its members. He reiterated that "the NPMHU is a family, and we aren't going to let anyone [mess] with our family." While President Hogrogian's words may have been more colorful in real life, the message stands in both forms. The NPMHU is strong because it stands together and it stands tall. In Denver, Colorado the NPMHU stood a Mile-High!

# EVENING GALA DINNER DANCE







# NPMHU Arthur S. Vallone SCHOLARSHIP

**VALLONE SCHOLARS:  
CAN'T STOP WON'T STOP!**

**T**he NPMHU Scholarship Committee completed its task of evaluating many applications from well qualified NPMHU members and members of their immediate families. Fifteen applications were selected out of a total seventy-eight received by March 15<sup>th</sup>, 2022. After careful review and consideration, a new group of Vallone Scholars has been awarded a scholarship for the next four years.

The NPMHU National Scholarship was dedicated and named after Arthur S. Vallone after his untimely passing in 2005. Arthur S. Vallone served as the elected President of Local 309 headquartered in Buffalo, New York and represented approximately 1,500 Mail Handlers throughout upstate New York. Arthur S. Vallone also served three terms on the National Executive Board as the Northeastern Region Vice President. Brother Vallone's deep understanding of education and learning are just a handful of reasons why the National Postal Mail Handlers Union dedicated this legacy to Brother Arthur Vallone.

The Arthur S. Vallone Scholarship is now in its 22<sup>nd</sup> year of existence. This award was designed to offer deserving Mail Handlers and members of their immediate families some relief from the financial burden of paying for higher education. With the COVID pandemic continuing to linger and fewer resources becoming available, it can be quite the

challenge for families to absorb the cost of higher education. As developing an education savings plan is often difficult for families, the NPMHU has dedicated such an award for deserving individuals.

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 students undergraduate or trade school degree, whichever occurs first for a maximum of \$4,000 per recipient over four years.

The pandemic has taken a financial toll on Mail Handlers and their families. As we navigate through these unprecedented times, we recognize that Mail Handlers are continuing to provide an essential service under these still extraordinary times. It is only fitting that we recognize the importance of the work being done. Whether you are heading to Community College, a traditional four-year institution or trade school, the National Postal Mail Handlers Union want you to know that we are here for you and can assist in helping you to achieve your goals, this was Brother Vallone's legacy.

Most students that applied for the Vallone Scholarship were thrust into one to two years of online learning. Relationships with teachers and peers were developed through a computer screen rather than in a classroom. These new 15 Vallone Scholars are truly special

because of the circumstances they had to endure over the pandemic. The pandemic didn't stop them from excelling and reaching far and wide to achieve their goals. Recent scholarship recipient Tam Phong Le (Local 305) spent a month out of his summer in 2021 collaborating in a research team of four to explore innovative solutions pertaining to sustainable agriculture. As a result, the team presented a 20-page paper that proposed alternative and renewable sources of energy.

Another example of a Vallone Scholar whose application stood out

amongst the others was Marina Rezk. In her essay, she stated, "My methods of success were always honest and earnest, never containing a hint of foul play or cheating, and that is what I consider a true achievement: honest success." We should all be thankful that students like these are paving the way for the future, they are a breath of fresh air in times of troubles and uncertainty.

These fifteen Vallone Scholars are truly remarkable, to be able to achieve such a high level of successes in times of a pandemic and uncertainty are a

part of what makes them extraordinary students. As the new Vallone Scholars prepare to further their studies in fields such as Politics, Pharmacological Science, Environmental Science, and Social Work, we wish them congratulations and good luck on your next adventure. Don't stop reaching for the top!

The next opportunity to be a Vallone Scholar will present itself in November 2022 if you are a Mail Handler or MHA and have a rising senior in High School, please encourage them to apply for the Arthur S. Vallone Scholarship.



Local 329  
ALETTAH  
PEGUES



Local 301  
ANDREW  
WALL



Local 306  
BRAEDEN  
REBARCHIK



Local 300  
KANN  
GROGAN



Local 323  
KATHLEEN  
PHAN



Local 323  
LEAH  
MASLOWSKI



Local 300  
MARINA  
REZK



Local 315  
PATRICIA  
CATACUTAN



Local 302  
RAVLEEN  
KAUR



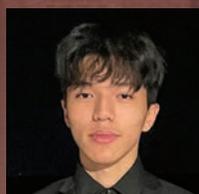
Local 310  
SAKEENAH  
SMITH



Local 305  
SIDNEY  
HARRISON



Local 318  
ALMARYEE  
JONES



Local 305  
TAM  
PHONG LE



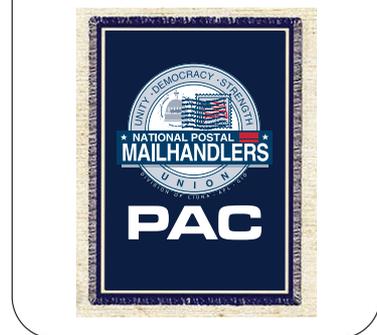
Local 302  
TRINITY  
GONZALEZ



Local 304  
VALEN  
LENKOWSKI

# 2022 PAC

## INCENTIVE AWARDS



### 2022 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Set of Two Beer Mugs
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Lunch Bag and 20 oz. Tumbler
Ambassador	\$500	PAC Blanket and Socks
Super Ambassador	\$1000	All Incentive Gifts



## YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at [www.liteblue.usps.gov](http://www.liteblue.usps.gov). Follow the instructions printed on pages 39 and 40 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



## NOTICE CONCERNING CONTRIBUTIONS:

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

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

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

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

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



(Cut here and return to NPMHU PAC)



## YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

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

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

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

Contribution Amount: (Please check one):

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

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

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

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

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

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

## PostalEASE by TELEPHONE:

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

## PostalEASE on the WEB:

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

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



# REPORT OF THE NATIONAL OFFICERS

OF THE **NATIONAL POSTAL MAIL HANDLERS UNION**  
A DIVISION OF THE LABORERS INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

PREPARED FOR THE **DELEGATES TO THE 2020 NATIONAL  
CONVENTION OF THE NATIONAL POSTAL MAIL HANDLERS UNION**  
DENVER, COLORADO | AUGUST 8–11, 2022



**PAUL V. HOGROGIAN**  
National President



**MICHAEL J. HORA**  
National Secretary-Treasurer

*The National Constitution of the National Postal Mail Handlers Union—in Article XII, Section 9—requires the National President, acting on behalf of the entire National Executive Board, to present a report to the delegates describing all of the activities and accomplishments of the National Union since the last Convention. To comply with that constitutional requirement, this written report was distributed to all delegates attending the 2020 National Convention. The entire National Executive Board sincerely hopes that all delegates and other Mail Handlers will take the time necessary to review the entire report, for the NEB strongly believes that an informed membership is crucial to the continued success of the NPMHU.*

Six years ago, at the NPMHU 2016 National Convention, the National Officers reported to the delegates of the National Postal Mail Handlers Union that their Union was in excellent shape. We also boldly predicted that the future of our Union would remain bright because of the hard work and dedication of all of our union representatives — at the National, Regional, Local, and Branch levels. We firmly believed that we would continue to achieve.

We are pleased to report that our prediction from 2016 has proven accurate. In 2022, as the NPMHU meets in Denver, Colorado for its delayed, but not denied 2020 National Convention, the state of the National Postal Mail Handlers Union remains excellent. All Mail Handlers have every reason to be extremely proud about the activities and accomplishments of their Union over the past six years.

The NPMHU continues to be a strong and vibrant Union, focused as always on the bargaining, grievance handling, lobbying, communicating, and training that is the lifeblood of our National Union. As detailed throughout this Report, the NPMHU remains extremely active and extremely determined to achieve great results. We continue to marshal our resources to make them as effective and productive as ever. We remain fully supported by our friends, including the Laborers' International Union of North America (LIUNA), our international parent body, and the AFL-CIO. And we remain respected and sometimes even feared by our adversaries. We therefore remain prepared to meet the needs of the 54,000 Mail Handlers who depend on this great Union.

It goes without saying that the six years since the last National

Convention have been filled with unexpected events, not just for Mail Handlers, but for all Americans. As a nation, the United States has suffered through more than six years of unpredictable and uncontrollable events. No one trying to envision the future in August 2016 could have possibly predicted that the years from 2016 to 2022 would see **(a)** an unprecedented and often unhinged Trump Administration both come (with a surprise election in 2016) and go (with an attempted insurrection in 2021); **(b)** a large partisan divide between political parties and ideologies, with adherents refusing to agree on the basic facts necessary to govern America; **(c)** an unprecedented Covid-19 pandemic leading to a public health disaster that completely disrupted the American economy; **(d)** an operational overhaul of the U.S. Postal Service caused by massive reductions in mail volume and equally impactful changes in the mail mix from letters and flats to packages and parcels; and **(e)** a complete change in leadership at the Postal Service, which is now led by a Postmaster General who was a Trump-appointed, Republican fundraiser not easily replaced by the new Biden Administration.

Yet, in the face of all of this uncertainty, the long-term strength of the NPMHU has prevailed, and in 2022 the state of the Mail Handlers Union remains excellent. All Mail Handlers have every reason to be extremely proud that, notwithstanding the events transpiring during the past six years, the NPMHU has not simply survived, but actually thrived during this tumultuous period.

In the remainder of this report, the NPMHU will look in two directions — back into the past six years, and ahead into the future.

## LOOKING BACK

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### ESSENTIAL WORKERS FOR THE PUBLIC POSTAL SERVICE

Before addressing the various issues that have confronted the NPMHU and its membership during the past six years, this report must begin with a full recognition of the heroism of the 54,000 postal employees who call themselves Mail Handlers. The NPMHU is forever proud, and forever humbled, by the efforts of its membership for continuing to work throughout the last thirty months, as the Covid-19 pandemic shut down much of the world's economy. The Postal Service needed to continue operations, as it was expected to deliver and process the mail notwithstanding the risk to Mail Handlers and other postal employees.

The NPMHU membership not only kept the Postal Service and all mail communications going, but also should be recognized for helping to save our American democracy. During the 2020 election year, the Postal Service processed and delivered 135 million ballots (to and from voters), 610 million pieces of election mail, as well as an additional 4 billion pieces of political mail. Precisely 97.9% of ballots were delivered within 3 days, and 99.7% of ballots were delivered within 5 days. Vote by mail task forces and committees were established at the National and installation levels, and Mail Handlers were represented and played a major role on these committees. The committees identified and corrected problems in the processing and delivery of ballots to ensure that they were processed in a safe, secure, and timely manner, and to further ensure that every American's vote would be counted.

Our sincere gratitude needs to be expressed to all Mail Handlers who

served as the guardians of our nation's ballots. Mail Handlers and other postal employees stepped up and did their jobs, despite having their integrity and honesty questioned by the Trump Administration, and despite being under intense scrutiny from Congress and from the mass media. Even after November 3, 2020, Mail Handlers in Georgia continued their efforts to make certain that the two run-off elections for the U.S. Senate were conducted in a smooth and professional manner. And this year, through the dozens of primary elections and the 2022 mid-term elections, this fine work has and undoubtedly will continue. Thank you, Mail Handlers, for a job well done. It would not be an exaggeration to note that, from 2020 to 2022, Mail Handlers and postal employees generally have preserved the democratic process for the American people.

## COLLECTIVE BARGAINING

As always for the NPMHU, the key to effective representation of Mail Handlers is at the bargaining table, especially during rounds of National negotiations with the U.S. Postal Service.

When the NPMHU delegates last convened in 2016, the NPMHU was headed toward the last few weeks of collective bargaining with the Postal Service over the terms of their 2016 National Agreement. The bargainers finally reached a tentative settlement in December 2016, and the three-year master agreement was overwhelmingly ratified by the membership in a mail referendum vote in early 2017, with more than 95% of the members voting yes.

Only three years later, in 2019, the NPMHU and the Postal Service were back at the bargaining table, and again were able to reach voluntary settlement

on another three-year agreement in January 2020, this one ratified in a pandemic-delayed mail vote in April 2020, again by an equally wide margin.

And today, the NPMHU is back at the national bargaining table, for a third round of bargaining aimed at determining the terms and conditions of employment for the 2022 National Agreement. With a deadline of September 20, 2022, negotiations will heat up upon our return to Washington, DC, right after this Convention, and we will be reporting the results as they happen.

Taken together, the fully negotiated contracts in 2016 and 2019 have provided Mail Handlers with six years of labor stability, including six years of general wage increases and six years of cost-of-living adjustments. At top step, these wage increases and COLAs have meant almost \$11,000 in base wage improvements, not even counting the largest COLA ever — probably more than \$2,000 — to be announced during the 2020 National Convention on Wednesday, August 10, 2022. Even at lower steps of the new career pay scale, the increase before this next cost-of-living adjustment has been more than 19%. We understand that the uneven COLA amounts, especially over the past 2 to 3 years, have caused non-career Mail Handler Assistants and career Mail Handlers at the bottom steps to fall behind comparable employees in other crafts, but therefore this wage discrepancy will be a major topic in this year's national bargaining.

In both the 2016 and 2019 rounds of bargaining, the process was lengthy, beginning with a strategy session conducted at our Semi-Annual Meeting of the Local Unions, followed by the solicitation of proposals from the membership. Both our Field Negotiating

Committee comprised of Local and National officers and our National Negotiations Team worked hard to develop and analyze proposals, to prepare and present those proposals at the bargaining table, and to make the compromises and adjustments that are part of any negotiations.

This year's national negotiations have so far been handled in the same open and transparent and methodical way. We hope, and we expect, that the results of 2022 bargaining — whether at the bargaining table or through a final and binding interest arbitration award — will reach a similarly fair and reasonable outcome.

## CONTRACT ADMINISTRATION

Between rounds of formal bargaining with the Postal Service, the Contract Administration Department (CAD) of the NPMHU — comprised of Mail Handlers working in both the National and Regional Office — works to improve the interpretations and implementation of the current National Agreement. These dedicated representatives are available to assist and consult with Mail Handlers and Mail Handler advocates from around the country on the endless contractual topics that arise each and every day. It often is easy to overlook this important function, but the National and Regional CAD is in constant and direct communication with Mail Handlers working at the Local level and on the workroom floor.

In addition to these routine communications, the CAD continues to produce a host of reports, publications, and memoranda that are intended to keep the Local leadership and membership informed about contract developments.

First, the National CAD issues a series of semi-annual reports — released in

conjunction with each Semi-Annual Meeting of the Local Unions (SAMLUs) and then distributed to all Local Union officers and representatives — that describe all of the ongoing activities of the CAD since the last report. These reports, together with a constant stream of mail communications with the Local Unions, help to keep all NPMHU advocates apprised of the most recent contractual developments.

The CAD also routinely distributes proposed and final revisions to USPS postal handbooks, manuals, and regulations; copies of the dozens of training and resource manuals that have been developed over the years; and NPMHU interpretations of various contract provisions.

Aside from these regular communications, the CAD also takes primary responsibility for a host of other activities of the NPMHU:

**Contract Interpretation Manual (CIM):** The NPMHU and the USPS have issued several versions of their joint Contract Interpretation Manual, together with a Resource Manual that contains each and every arbitration award, memorandum of understanding, letter of intent, and national settlement agreement that is cited in the CIM. In June 2021, the CAD completed its work with the Postal Service to prepare and distribute version #5 of the CIM, covering matters that have been settled at the National level during the past few years, as well as the terms of the 2019 National Agreement.

The CIM has received extremely positive feedback. For the first time in the history of the collective bargaining relationship between the NPMHU and the Postal Service, the parties publishing the CIM have set forth, in a comprehensive manner, their substantive agreements about

the appropriate way to interpret the National Agreement. To be sure, the CIM has not resolved all work-related disputes; but it has helped the parties at the Local and Regional levels to narrow their disputes by concentrating on the facts underlying particular grievances or issues that are not covered by the CIM. Reports show that the number of appeals has decreased, and that management representatives are resolving those cases where local management is not adhering to the requirements set forth in the CIM. The CIM also is being used as a resource to cite when decisions are being issued at the Regional level. Reports from the Local level are equally encouraging.

**Contract-Based Training Programs:** Throughout the past six years, the NPMHU has continued to develop and conduct a series of comprehensive training programs on a host of contractual and statutory issues important to all members. Each of these programs has been aimed at assisting Union officers and representatives from the Local Unions to advocate for Mail Handlers more effectively. Education and training are a crucial component of the NPMHU's overall program for improving the representation of Mail Handlers; indeed, the importance of this training can hardly be overstated, as educated Union representatives — at both the National and Local levels — are the lifeblood of the effective representation constantly being pursued by the NPMHU. That is why training in recent years has been extensive, as reflected by these examples:

**(1)** Certain types of training programs, directed by the National Office, are presented at various Local Unions around the country, to ensure that these first-line Union representatives

are properly filing and processing grievances. These training programs are invaluable, and include not only basic shop steward training, but also a series of advanced training programs, with special emphasis on defending Mail Handlers who are being disciplined, arbitration advocacy, and special topics such as reassignments under Article 12 and the Family Medical Leave Act. Credit goes to Regional Vice Presidents John Gibson and Lawrence Sapp for taking the lead on these programs.

**(2)** LMOU Training was conducted in 2017 and 2020, in preparation for a period of local negotiations that was scheduled after the two rounds of national bargaining were completed. This program included a strategy session about local negotiations to determine the terms of Local Memoranda of Understanding to be negotiated. A revised handbook on local negotiations was distributed at these meetings and subsequently circulated to all Local Union officers.

**(3)** Training programs run by the National Union also have been conducted during most of the SAMLU meetings held during the past six years, including a contract bargaining strategy session, a mini-training on the new contract, training on reassignments and excessing under Article 12, and Local officer leadership training about the NPMHU's constitutional provisions.

To prepare for many of these training programs, the NPMHU has developed comprehensive manuals or handbooks on many of these specified topics, including outlines of the covered material and relevant documents needed by stewards and other advocates. Supplementary materials often are developed to include relevant arbitration decisions and case law. Of most importance, these manuals or handbooks also are circulated by

mail — in either hard copy or on flash drives — so that the benefits of each training program are shared with thousands of Union representatives across the country.

## NATIONAL-LEVEL ARBITRATION AND SETTLEMENT AGREEMENTS

There has been substantial progress on the National arbitration docket. Many issues have been resolved in pre-arbitration settlements, and other unresolved issues have been arbitrated at the National level.

Arbitration awards have been issued or are pending on a host of topics during the past six years. Key decisions have been issued on the following topics:

- a) Mail Handlers are entitled to paid voting leave not only for general and primary elections, but also for party caucuses that serve as a substitute in any State for primary elections;
- b) Postal Service must continue cross-craft movement options even when another craft obtained additional pay not in the form of a higher-level adjustment;
- c) Postal Service violated the National Agreement by unilaterally changing its procedures for granting unpaid leave to Mail Handlers volunteering to work for U.S. Presidential and Congressional campaigns, overruling a contrary rule adopted under the Hatch Act by Trump's Office of Special Counsel at the insistence of Senator Ron Johnson (R-WI); and
- d) Postal Service may not consider or rely on prior discipline issued against a Mail Handler Assistant once such an employee is converted to a full-time career position.

There also are several pending National arbitrations for which decisions are expected shortly:

- a) Whether the subcontracting of the Kansas City Surface Transportation Center or STC was improperly implemented without notifying the NPMHU in advance and without allowing the NPMHU any opportunity for providing input into the Article 32 decision?
- b) Whether the Postal Service properly computed the date on which MHAs who are separated for lack of work and then reappointed have completed their 360-day term of appointment?

The National CAD also plays a major and continuous role in the handling and settlement of Step 4 grievances, and the development of new National agreements and memoranda of understanding. The volume of such agreements during each period makes it difficult to describe all of these activities, but key subjects addressed by the NPMHU during the past six years have included (a) converting Mail Handler Assistants to full-time career positions using residual vacancies; (b) converting MHAs to full-time career positions in exchange for temporary increases in noncareer employees to deal with unexpected mail volume or high employee unavailability because of Covid-19; (c) extending wounded warrior leave on an annual basis to current Mail Handlers, not only upon initial employment after military service; (d) providing additional holiday pay to MHAs; (e) recognizing Juneteenth as an additional USPS holiday; (f) agreeing that, when employee orientation is done remotely or virtually, the NPMHU will be provided an ample opportunity to address new career or non-career mail handlers

in a group setting during their initial orientation when possible, but not later than the next day following that orientation when reporting to their assigned installation; and (g) many memoranda of understanding to implement revised leave provisions, liberal leave policies, and annual leave extensions during the Covid-19 pandemic.

## SAFETY AND HEALTH IN THE WORKPLACE

As might be expected, the NPMHU has been focused during the past two or three years on efforts to protect the on-the-job safety and health of all Mail Handlers, all of whom have been required to continue working during the entire Covid-19 pandemic.

To this end, the Union has been an active participant in joint labor-management initiatives and meetings that include representatives of postal management, as well as all unions and employee associations. These advisory groups have been meeting on a routine basis to ensure that all reasonable measures are being taken to prevent further infections, to mitigate the impact of prior infections, and to ensure that all Mail Handlers and other postal employees are as safe as possible while working through the pandemic.

With regard to Covid-19 related MOUs, the NPMHU and the Postal Service first reached these agreements near the outset of the pandemic, in April 2020, and then extended them several times over the past few years, in a joint effort to deal with the impact of the pandemic on Mail Handlers and other postal employees. Before each extension, the National Office reached out for input from the Local Presidents, in order to determine that there was overwhelming support that these MOUs should be extended.

Among the Covid-related MOUs agreed to were the following:

- MOU – Temporary Expanded Sick Leave for Dependent Care During COVID-19
- MOU – Additional Leave for MHAs
- MOU – Temporary Additional Leave for MHAs
- MOU – Temporary Exception Period – COVID-19
- MOU – Exception for MOU Transfers – COVID-19 Related Absences
- Liberal Changes of Schedule and Leave Letter dated March 23, 2020
- Expansion of Annual Leave Carryover
- Expansion of Annual Leave Exchange Option

Also helpful were important provisions of the Families First Coronavirus Response Act (FFCRA), which provided additional leave for Mail Handlers, including Emergency Paid Sick Leave and Expanded Family Medical Leave for COVID-19 related absences.

## **PROTECTING THE MAIL HANDLER CRAFT IN JURISDICTIONAL DISPUTES UNDER RI-399**

For almost seven decades, since the 1950s, no area involving the job rights of Mail Handlers has been more difficult for the NPMHU than its ongoing jurisdictional battles with the American Postal Workers Union (APWU) and the Postal Service, commonly known as Regional Instruction No. 399. Seen in this historical context, the NPMHU has made immense progress on jurisdictional issues during the past six years.

Of most importance, in June 2018, the three National parties engaged

in these longstanding disputes announced that they had reached a nationwide settlement, known as the “Update MOU,” that **(a)** settled thousands of pending disputes that have been filed since 1979, including almost twenty National-level disputes that otherwise would have taken years to arbitrate; **(b)** agreed to arbitrate on an expedited basis two remaining National cases and any new cases filed after 2018; **(c)** required the parties to develop and adopt inventories of all work currently being performed in more than 500 mail processing facilities, using the status quo as the determinative criteria for assigning work unless there was an arbitration award, a National-level determination, or a signed inventory to the contrary.

During November 2018, the three parties held five training programs — in Las Vegas, NV and Atlantic City, NJ — explaining the new agreement and its implementation to more than 800 union and management representatives from all fifty States. The agreement also included a cash payment of \$14.5 million from the Postal Service, which was distributed to approximately 45,000 Mail Handlers in the form of a one-time payment.

Work on jurisdictional disputes continues, with several arbitrations at the National level now at different stages of completion. The history of National level arbitration demonstrates, however, that it is extremely difficult, if not impossible, to convince the National arbitrator not to approve the jurisdictional determination initially made by the Postal Service. This is because the governing rules that have developed in prior arbitrations require the arbitrator to give a certain amount of discretion to the Postal Service, and to overrule the management determination only

if it is arbitrary or contrary to binding precedent. This explains why the NPMHU has obtained mixed results in arbitration hearings during the past six years:

- SPSS or Small Parcel Sorting System — arbitrator refused to set aside USPS management’s determination
- AFCS or Advanced Facer-Canceller System – arbitrator refused to reverse the USPS decision from 2012 that reassigned the AFCS Operator to the clerk craft upon deployment of the AFCS-200
- USS or Universal Sorting System — arbitrator upheld USPS determination that all work on these machines were within the primary jurisdiction of the Mail Handler Craft
- ADUS of Automated Delivery Unit Sorter — hearings and briefing complete; arbitrator to determine whether USPS determination improperly assigns work to clerical craft by refusing to allow mail handlers in Function 4 facilities and by refusing to apply 4-hour rule

Our work surrounding jurisdictional disputes remains crucial to the success of the NPMHU, and the National Union will continue to do what is necessary to ensure that Mail Handlers maintain old jurisdiction or obtain new jurisdiction as future work determinations are being made. Much of this work occurs prior to the onset of national arbitration hearings. For example, during the past six years:

- The parties at the National level have acknowledged that no group of employees has exclusive jurisdiction over the use of hand-held scanners or the task of scanning

and that scanning may be performed by any craft as an integral part of their duties

- A similar understanding exists with regard to the keying function as well
- The parties agreed at the National level that the Postal Service will not issue a national craft determination for the FPARS or the Flats Postal Automation Redirection System, which is an expansion for flat mail of the Postal Automation Redirection System (PARS) program that previously automated Undeliverable As Addressed (UAA) letter processing; this allows the local parties to make determinations based on the particular facts and circumstances of each operation at each mail processing plant
- The National parties have agreed that, with the exception of the so-called supplemental induction stations, the induction and sweeping duties performed on the EPPS are most similar to those on the Automated Package Processing System or APPS, and therefore fall within the primary jurisdiction of the Mail Handler Craft. For the supplemental induction stations only, the Postal Service likens the EPPS to the APBS and the SPSS, and therefore clerks were given those assignments. Similar pre-arbitration developments will be reported as they occur.

## **PROTECTING THE MAIL HANDLER CRAFT THROUGH CONVERSIONS**

In addition to jurisdictional assignments under RI-399, another important means of protecting the Mail Handler Craft is through continuous conversion of newly hired Mail Handler Assistant

into full-time career positions, which form the backbone of our craft.

The Mail Handler complement at the Postal Service as of 2016, six years ago, stood at 44,000. Twelve years earlier, in 2004, that number was 54,000, meaning that the Mail Handler craft saw a decrease of almost 20% in the total number of Mail Handlers from 2004 to 2016. During that time, however, there was a 26% drop in USPS volume, and total career postal employment went down by almost 30%.

As most Mail Handlers know, the Fishgold Arbitration Award issued in 2013 to set the terms of the 2011 National Agreement substantially changed the workforce that is allowed to perform mail handler work. In the larger facilities, all part-time flexible employees employed in February 2013 were converted to full-time regular status, and a new category of bargaining unit employee was created in the form of a non-career employee called a Mail Handler Assistant or MHA. The MHA category now serves as the entry point for all future career mail handlers to be hired by the Postal Service. A maximum of 24.5% of mail handlers in any postal installation may be MHAs. These MHAs are full members of the NPMHU bargaining unit, and are eligible for conversion to career status based on their relative standing.

Future career employees (including all those hired after February 2013) are placed on a revised pay scale with reduced entry pay. But the new pay scale contains seventeen step increases of more than \$1,300, providing guaranteed increases in pay every 52 weeks, with top pay precisely the same as for career mail handlers on the legacy pay scale. This wage scale for future career employees continues to be adjusted upward by general wage increases and

COLA increases, although the COLA adjustments before top step are on a proportional basis. A demand from the Postal Service for a permanent two-tier pay scale in which new career employees never reach top step was rejected.

Through the first half of 2022, USPS records indicate that more than 33,100 MHAs have been converted to career status since October 2013. That is an average of almost 320 per month and almost 3,800 per year. Adding together current MHAs (approximately 9,000) and more than 24,000 conversions, well over 60% of the current members of the NPMHU bargaining unit have been converted from MHA or are currently an MHA.

Conversions have been extremely high during the past eighteen months. In December 2020, President Hogrogian signed the first MOU dealing with additional staffing and MHA Conversions. The MOUs signed in that year called for the conversion of 5,291 MHAs to career no later than March 13, 2021, in 183 different installations. In exchange, any facility that had conversions was able to exceed the 24.5% contractual cap on MHAs until March 27, 2021. Several weeks later, the NPMHU and USPS agreed on a set of Q&As to implement the MOU. It was agreed that the MHAs converted due to this agreement would not count towards the 1 to 4 or 1 to 6 ratios for transfers, and that the conversions would be additional complement that management in each facility would need to incorporate. A subsequent agreement in November 2021 states that all duty assignments should be posted for bidding.

In March 2021, the NPMHU and the USPS agreed to a second MOU dealing with additional staffing that called for an additional 865 MHAs in

43 installations to be converted by May 22, 2021. Again, those conversions were an increase to the complement and management had to create new duty assignments equal to the number of conversions. Also, these conversions would not count towards the 1:4 or 1:6 ratios.

In June 2021, the NPMHU and the USPS signed a third MOU on additional staffing that called for another 6,596 MHAs to be converted in 245 installations by August 14, 2021. In this MOU, the parties agreed to two lists of conversions, for attrition and for complement. The MHAs converted under attrition would not be an increase to the total complement; rather, they are to replace career Mail Handlers who no longer would be hired by the USPS. The MHAs that fall under the complement list would be an increase and the duty assignments will be created equal to the number of conversions.

Conversions of MHAs to full-time career positions has continued into 2022. In March of this year, another agreement set 1,202 conversions in 42 installations; that was followed by 230 more conversions in May 2022, and more are expected to be agreed before peak season later this year.

Overall, the conversions since 2013, and especially the enhanced rate of conversions since the beginning of 2021, have ensured that the Mail Handler Craft will endure as a crucial part of the Postal Service for many decades to come. For just one example, as of July 2022, more than 25,000 full-time career mail handlers currently on the rolls have been hired in the past eight years, with another 9,000 MHAs currently in the career pipeline. When added to the 20,000 Mail Handlers who remain on the rolls from before 2013, there are currently more than 54,000 Mail Handlers

employed by the Postal Service and in the NPMHU bargaining unit.

### **LEGISLATIVE LOBBYING AND POLITICAL ACTION**

If there is one area in which the NPMHU has substantially changed direction in recent years, it undoubtedly relates to legislative relations and political action. The NPMHU often tells its membership that, with one stroke of a pen, decades of progress can be obliterated by an uncaring Congress and a hostile White House. That is why legislative and political action are both so critical to the future of all Mail Handlers.

The entire American labor movement has come to recognize that the political arena holds the key to many of its most important goals. This is truer for Mail Handlers represented by the NPMHU than for most American workers, for our very jobs and most important benefits are dependent on actions taken by Members of Congress and the occupant of the White House. There is no other group of employees — besides other postal or federal employees — for whom retirement benefits, health insurance, workers' compensation, and life insurance are determined by the actions or inactions of the political branches of our National Government. Nor is there any other employee group whose employer is also so dependent on the views and actions of these political branches. It necessarily follows that all Mail Handlers, and certainly the Union that seeks to provide the best possible representation for Mail Handlers, must maximize their involvement in the political processes that control the Federal Government.

That is why the NPMHU has remained so focused — some would say obsessed — on its legislative

and political programs during the past six years. Under the leadership of the National Executive Board and the Committee on the Future of the NPMHU, and with the advice of NPMHU Legislative and Political Director Katie Maddocks, the NPMHU has taken many significant steps to strengthen its legislative lobbying efforts and to increase its involvement in the electoral political process.

With the exception of pandemic-plagued 2021, the NPMHU continues to hold its biennial Legislative Conference during the first year of each new Congress. Thus, Legislative Conferences were conducted in May 2017 for the 115th Congress and May 2019 for the 116th Congress. Unfortunately, last year's conference for the 117th Congress had to be canceled because of the pandemic. But based on prior conferences, it is now commonplace for important Senators and Representatives to seek the views and opinions of NPMHU officers and other activists on the key issues pending before Congress. The Legislative Conference for the 118th Congress is set for May of 2023.

Indeed, nothing could be more important to the future of Mail Handlers than the subjects the Union has chosen to highlight, and to lobby, during the Legislative Conferences that were held since the last Convention. In 2017 and 2019, the NPMHU's legislative program focused on the need for adoption and implementation of postal reform legislation, to ensure that financial provisions of the Postal Accountability and Enhancement Act of 2006 are either interpreted, or if necessary amended, to protect the financial status of the Postal Service and the collective bargaining rights enjoyed by all Mail Handlers. And in April 2022,

this legislative priority became a political reality, as President Biden signed into law the Postal Service Reform Act of 2022 (P.L. 117-108), which earlier had passed the Senate and House by wide, bi-partisan margins. This long-sought legislation has provided the first steps to fiscal stability for the Postal Service and will help ensure that dedicated Mail Handlers and the rest of the workforce can continue to serve every American household and business. NPMHU President Paul Hogrogian was proud to stand with President Biden, fellow postal union leaders, and dedicated champions of the Postal Service on the bill's historic signing day.

The NPMHU also continues to expand its efforts — and its results — in raising money for its Political Action Committee, which remains part of the Laborers Political League. Because many members do not realize that the Union's dues revenues cannot legally be contributed to political candidates, it has taken some time to increase the rates of participation in the Mail Handler PAC. But recent trends are extremely encouraging. Using the salary allocation program that the NPMHU implemented through the Postal Service, some members have chosen to apportion a small amount of their paycheck each pay period for direct allocation into the PAC. Many Local Unions also have done a superb job of encouraging their officers and stewards to contribute to the PAC, as a means of demonstrating leadership by example to the rank and file. As a result, the numbers of Mail Handlers routinely contributing to the PAC, while still small, continues to increase.

All of these efforts are aimed at one objective: to ensure that the NPMHU is able to influence legislation or impact congressional oversight that

will directly affect the work lives of the Mail Handlers that the Union represents. The importance of obtaining or retaining majorities on Capitol Hill (and, of course, in the White House) of worker-friendly representatives cannot be overstated, and therefore the NPMHU's legislative and political efforts must continue.

When each new Congress convenes, the NPMHU adopts a legislative agenda for that Congress, which sets forth the goals and objectives of the Mail Handlers Union for the next two years. The agenda adopted in 2021, for the current 117th Congress, is republished in this year's Report of the NPMHU Legislative Committee, distributed to all delegates at Convention registration. In addition to postal reform, the NPMHU's legislative priorities include:

- Protecting the health and safety of our members as the COVID-19 pandemic continues to impact our professional and personal lives
- Protecting the postal workforce's earned benefits and collective bargaining rights
- Promoting workers' rights through passage of the Protecting the Right to Organize (or PRO) Act (H.R. 2474/S. 1306), which would strengthen current federal laws to allow private-sector workers to organize and join a union and bargain for better wages and benefits
- Continuing advocacy to increase the minimum wage and enact living wage standards
- Strengthening American elections: During the 2020 elections, there was unprecedented reliance on the Postal Service for the processing and delivery of mail-in ballots. In the November 2020 general

election, the Postal Service processed and delivered over 4.7 billion pieces of election and political mail, including over 130 million ballots. This success occurred because of the dedicated work of thousands of Mail Handlers and other postal employees, as well as constant communications between USPS, postal unions and management associations, and state and local election boards. As the pandemic continues, putting in-person voting at risk, these joint efforts need to continue. That is why the NPMHU will promote legislation, primarily at the state and local level, to encourage democratic participation through "vote by mail" initiatives, and will support such efforts at the federal level as well.

When all is said and done, the prominence that the NPMHU gives to its legislative and political program is an especially effective means of representing all Mail Handlers, and that explains the NPMHU's emphasis on legislative and political affairs throughout the past six years.

## INTERNAL OPERATIONS OF THE NPMHU

For the past thirty years, the NPMHU has focused a large part of its efforts on improving its own internal operations. That emphasis has continued unabated for the past six years. Today, those efforts continue to bear fruit, as the NPMHU is a well-run labor organization, second to none in overall financial management, membership recruitment and maintenance, and internal communications.

**Financial Management at the NPMHU:** During the past six years, the NPMHU has continued its financial recovery. Although the NPMHU

still enjoys a large surplus of more than \$20 million, that surplus has been shrinking, as decreased membership in recent years has meant decreased dues income. In addition, a compelling argument can be made that the Union's fund balance needs to be much larger. Like most unions, the NPMHU must continually preserve its funds so that it has the resources necessary to effectively represent, and ultimately fight for, all of its members, without fear of financial collapse when such fights become necessary. Moreover, given the increasing costs of the Union's activities, and the increasing share of the NPMHU's revenues that are being shared with the Local Unions, it is likely that the NPMHU will continue to operate at a deficit on a year-to-year basis, unless the Union is able to make some fundamental changes related to future dues increases and revenue sharing.

The need for a large and secure fund balance should be obvious. If the NPMHU is to continue to obtain favorable agreements in collective bargaining, it is imperative that the Postal Service know that the NPMHU has the financial resources necessary to take the USPS through a complicated (and extremely costly) interest arbitration if bargaining does not produce an agreement. Likewise, each time that the parties at the National level engage in National grievance arbitration, or threaten to file litigation against the other party, it is essential that USPS officials understand that the Union does not have to make strategic judgments based on its financial well-being. Without these financial resources, therefore, the Postal Service — which never has to worry about such financial limitations — will try to take advantage of the NPMHU, as it was last able to

do successfully in the 1990 round of National negotiations.

In the past six years, there have been several significant developments to enhance the finances of the National Office. First, the NPMHU has moved its National Headquarters in the AFL-CIO building in Washington, DC. This has greatly reduced expenses for rent, and allows the NPMHU to enjoy the hospitality of the AFL-CIO and LIUNA (located across the street) for meetings and other events, at a large annual savings. The NPMHU also has been scheduling more of its meetings in the Nation's capital, or during the pandemic on a video platform, further reducing expenditures.

Nor is there any risk that the operating fund maintained by the NPMHU will be squandered or expended inappropriately. The National Executive Board has authorized a conservative investment portfolio, and the NPMHU has been subject to annual audits by outside accountants, as well as a lengthy and in-depth compliance audit by the U.S. Department of Labor.

**Financial Assistance to the Local Unions:** Notwithstanding the continuous need to preserve NPMHU resources, the National Executive Board also has routinely recognized that the NPMHU Local Unions have their own financial requirements that need to be met. That is why, on several occasions, the National Officers have supported — and, in fact, voluntarily adopted — programs designed to share large amounts of dues revenue with all of the Local Unions. In prior years, there were downward adjustments in the amount of per capita taxes retained by the NPMHU from both regular and associate members, transferring millions of dollars per year to the combined treasuries of the Local Unions.

The National Executive Board also has adopted a Revenue Sharing Program, which in the years since it was started in 2003 has provided the Local Unions with more than \$50 million in additional tax-free revenue.

Thus, improvement in the NPMHU's financial resources has had positive and wide-ranging effects, not the least of which has been to provide all 36 Local Unions with additional revenues with which to operate. Under the governing constitutional provisions, the Local Unions affiliated with the NPMHU currently receive more than 70% of all dues collected, and thus the Local Unions and members being represented at the Local level are the principal beneficiaries of these revenues.

Finally, to ensure that the Local Unions operate in a financially sound manner, the NPMHU has routinely conducted Financial Management seminars, also known as Treasurers' Training. The last of these sessions was held May 2022.

**Membership and Organizing:** The NPMHU continues to maximize Union membership to the greatest extent possible. More than ten years ago, at the peak of postal employment, the Union made history by reaching 50,000 members for the first time. Membership remained over 50,000 for several years, but because of subsequent downsizing in the postal workforce and a substantial number of retirements, the total membership today is approximately 44,000. As a percentage of all Mail Handlers, however, membership remains high.

These membership numbers have not occurred by happenstance. During the past six years, the NPMHU, working in cooperation with the Locals, has made concerted efforts to sign-up new members and to convince many former

members to give the NPMHU another try. The Union uses financial and other incentives to get members to help in the recruitment efforts. In recent years, with the hiring of tens of thousands of MHAs, and the conversions of thousands of MHAs into full-time career Mail Handlers, the Union also has focused on making certain that these new Mail Handlers join the Union that represents their interests.

## COMMUNICATIONS

One area in which the NPMHU constantly works hard to improve is communications with the membership. The quarterly magazine — *The Mail Handler* — allows for substantive coverage of the major issues facing the Union. Monthly bulletins continue to be circulated to all Local Union officers and representatives, for posting on all bulletin boards. The NPMHU website at [www.npmhu.org](http://www.npmhu.org) is an increasingly important source for the timely circulation of information, especially in the legislative and political arena. Not many Mail Handlers remember that, in 1995, the NPMHU was the first national union with an operating website that contained searchable archives of arbitration decisions, and to this day the NPMHU website remains a leader in that area.

More recently, the NPMHU has created a mobile App for NPMHU members, which can be accessed on any smart phone. This allows more frequent and timely communications when necessary for the well-being of the membership.

## MAIL HANDLERS IN THE COMMUNITY

**Within the Labor Movement:** The NPMHU remains an active participant in the trade union movement.

Relations between the NPMHU and LIUNA, its international parent body, have remained very strong. With the full support of General President Terry O'Sullivan and the entire General Executive Board, LIUNA has become a staunch supporter of the NPMHU, offering its assistance and cooperation when advisable, but otherwise allowing the NPMHU to operate under its own autonomy. Mail Handlers also have a direct say in the operations of LIUNA, as Mail Handlers serve as delegates at all LIUNA Conventions, and the NPMHU National President is an automatic member of the GEB.

**In the Greater Community:** The NPMHU continues to recognize that giving to those less fortunate is a significant part of the Union's legacy.

In the past six years, the NPMHU Scholarship Program has awarded thousands of dollars in college scholarships to more than 100 Mail Handlers and family members who seek a university degree. For many of the recipients, this financial aid makes it possible to continue their higher education, and allows the Union to encourage members and their families to take advantage of such educational opportunities. The Vallone Scholars chosen by the scholarship program are named in memory of Arthur S. Vallone, the former Northeastern Region Vice President and Local 309 President who died suddenly in 2005. His memory and good works will forever live in the minds of these scholars.

The NPMHU also works with LIUNA as an active sponsor of the Juvenile Diabetes Research Foundation, which remains the official charity of the Union. Both the NPMHU and many of its Local Unions participate in walkathons and other fundraising activities

to help pay for research to find a cure for this disease.

The NPMHU also continues to contribute, both time and money, to PERF or the Postal Employees Relief Fund. This joint project of all postal unions, management associations, and postal management provides timely grants to postal employees who suffer financial losses from natural disasters such as hurricanes, tornadoes, and wildfires. With the support of the NPMHU, PERF has liberalized the criteria for eligibility and the dollar amounts of the grants available to postal employees in need. The PERF fund has made hundreds of payments to postal employees, including scores of Mail Handlers, during the past few years.

### Providing Value to the Members:

The NPMHU also sponsors and in part administers important benefit programs aimed at giving Mail Handlers and associate members of the NPMHU excellent benefits at a good value.

The Mail Handlers Benefit Plan, which has been sponsored by the NPMHU since the early 1960s, remains one of the largest health insurance programs under the Federal Employees Health Benefit Program. Although in prior years there were significant drops in enrollment in the MHBP, during the past six years overall enrollment has steadied. The NPMHU and its insurance partner, Aetna, are rejuvenating the program so that there will be continuing growth in membership.

Equally important to the everyday lives of many Mail Handlers are the programs made available through Union Privilege, including the Union Plus Credit Card, and mortgage and educational services. These benefits of NPMHU membership make our job of organizing new members easier, while

enhancing the NPMHU's ability to serve our current members.

## COMMITTEE ON THE FUTURE OF THE NPMHU

The aptly named Committee on the Future of the NPMHU has become a mainstay in the NPMHU's efforts to engage in long-range planning and strategic thinking on behalf of the Union and all Mail Handlers employed by the Postal Service. The Committee is comprised of all members of the National Executive Board and several Local Union Presidents representing a cross-section of the NPMHU membership.

The agenda of the Committee remains wide-ranging, and includes long-term issues such as:

- privatization of the Postal Service;
- the NPMHU's legislative relations program;
- USPS automation and other technological changes;
- financial planning; and
- membership recruitment.

In the past six years, the Committee has substantively delved into many of the major issues confronting the NPMHU. In particular, the Committee has taken a leadership position in developing the NPMHU's legislative agenda; the Union's strategic reaction to the potential closing and consolidation of postal facilities; and the Union's continuing approach to USPS automation and Mail Handler jurisdictional assignments.

It is usually difficult to measure the benefits of strategic planning, at least over the short term, but Mail Handlers understand that the NPMHU and its Committee on the Future are very much focused on the long-term interests and anticipated needs of all members.

## LOOKING FORWARD

Notwithstanding the constantly changing political atmosphere in the Nation's Capital, and the uncertainty surrounding the pandemic and its hope for conclusion, it still is possible for the NPMHU to look forward at what issues are likely to be on the horizon.

First and foremost, the NPMHU is now in the middle of another round of National negotiations with the Postal Service, with a current contract deadline of September 20, 2022.

Second, the continuing drop in mail volume, especially in first-class mail, and the ongoing change in the mail mix, with parcels and packages increasing while letter and flat volumes decrease, has become the Postal Service's recent focus. In April 2021, the Postmaster General and the USPS Board of Governors adopted and announced a ten-year strategic plan. Although the plan contains many good proposals, it also suggests that the Postal Service expects either to downsize or to rearrange its mail processing network, by closing, consolidating, or repurposing many of the mail processing facilities in which Mail Handlers work. Where once there were over 630 such facilities, today only 400 remain. Nonetheless, the new Postal Service under the leadership of PMG Louis DeJoy apparently is developing plans to cut services to the American public further. To be sure, although unofficial and hidden from public scrutiny, the National Office does know the broad outlines of these plans, which themselves contain proposals that are constantly changing. One thing is certain, however: the NPMHU and its leadership will be facing an onslaught of closing, consolidations, and adjustments to mail processing plants. If

that happens, the NPMHU will take all available steps to restrict or mitigate the impact of such wholesale changes in the postal network and their impact on Mail Handlers. The Union will seek to challenge closings, consolidations, and any other modifications, both on political and contractual grounds, and will pressure political representatives on Capitol Hill and in the executive branch to oppose these changes as well. The NPMHU expects that, soon after any official announcement about plant closings or modifications, the Union once again will have to adopt a series of responses to be implemented by both National and Regional representatives and the entire Contract Administration Department. These representatives, together with the NPMHU's legislative and legal staff, will work hard to develop appropriate strategies that could assist the affected Locals in responding to these proposals.

The Union also expects that the next few years may bring repeated attempts by the Postal Service to subcontract or outsource Mail Handler work to the private sector. In prior years, such subcontracting or outsourcing has been a constant thorn in the side of the NPMHU. Today, even though the parties at the National level continue to discuss possible insourcing of previously subcontracted work at the Surface Transportation Centers (STCs) and the Mail Transport Equipment Service Centers (MTECs), the Postal Service continues to operate many of these facilities on a subcontracted basis. These talks continue, as do various arbitration proceedings, with the goal of bringing work back to postal Mail Handlers represented by the NPMHU.

Finally, only two years from now, the NPMHU will hold its next, regularly scheduled National Convention

during August 2024, in Las Vegas, NV, where almost 400 elected delegates will set the course of the Union for the next few years with the election of National Officers and the adoption of constitutional amendments and policy resolutions.

## CONCLUSION

The work of the NPMHU, like the mail that Mail Handlers process, never stops. So the NPMHU must always remain ready for the next set of challenges.

We must continue to fight the Postal Service, at the bargaining table, in grievance meetings, and in arbitration hearings, to preserve and extend

our contractual rights. We also must continue to battle on Capitol Hill and in the Executive Branch, to preserve not only our statutory benefits and our collective bargaining process, but also to guarantee the important and sustained role that the Postal Service should continue to play in the future of our American communications system. We must marshal our forces, along with the rest of the American labor movement and other like-minded organizations and individuals, to ensure that in every future November election, the maximum number of pro-worker, pro-union, pro-working family candidates are elected into office by the

American people. And we must continue to fight management at Postal Headquarters, as it tries to tear the Postal Service apart by indiscriminately closing and consolidating postal plants, cutting service standards, and reducing service to the American people.

The NPMHU has faced these or similar threats throughout its 110-year history. This Union is ready for the next fight; we are fully prepared; indeed, we are anxious to confront these challenges, and to confront the future of this great Union and the future of all of the Mail Handlers we represent.

Together with we look forward to continued progress in the years to come.



# RESOLUTIONS

## CONVENTION DELEGATES ADOPT IMPORTANT RESOLUTIONS

Over the course of the NPMHU 2020 National Convention, the delegates considered, debated, and voted on a series of important resolutions. All of these resolutions were initially submitted by NPMHU members for consideration by either the Resolutions Committee or the Legislative and Political Committee. Both of these committees were comprised of elected convention delegates, who met prior to the Convention to review, debate, combine similar resolutions,

and on occasion to modify the submitted proposal to language that the committee could agree to present to the full Convention for consideration.

What follows here are the sixteen resolutions that were adopted by the Convention (including any amendments adopted during the debate at the convention). The first ten of the following resolutions were presented by the Resolutions Committee, and the remaining six resolutions were presented on behalf of the Legislative and Political Committee.

## RESOLUTION COMMITTEE

### RECOMMENDED RESOLUTION NO.1

#### HONORING THE LIFE AND LEGACY OF REPRESENTATIVE JOHN LEWIS (1940–2020)

*Based on proposals submitted by Lawrence Sapp, Southern Region Vice President, and Lisa D. Greer, NPMHU Local 310*

WHEREAS, former Congressman John Lewis was a titan in the struggle for civil rights and equality for all races; and

WHEREAS, John Lewis was born during the era of Jim Crow in a segregated community in which racism and discrimination ran rampant; and

WHEREAS, John Lewis's moral clarity and unwavering commitment to nonviolence made his first passions preaching and ministry; and

WHEREAS, even before his 21<sup>st</sup> birthday, John Lewis established his

commitment to "good trouble" by organizing sit-ins at segregated restaurants and theaters; and

WHEREAS, in 1961, John Lewis was one of the 13 original Freedom Riders, traveling by integrated buses throughout the southern states, and determined to pressure the Federal Government to enforce the laws against segregation of public transportation and other public establishments in spite of being at times beaten by angry mobs and being placed under arrest; and

WHEREAS, John Lewis helped found the Student Nonviolent Coordinating Committee (SNCC), which advocated for civil disobedience and nonviolent resistance against segregation across the United States; and

WHEREAS, at 23 years of age, John Lewis served as the youngest member of the group which planned the 1963 March on Washington, and worked alongside labor and civil rights

leaders, including Martin Luther King, Jr., James Farmer, A. Philip Randolph, Roy Wilkins, Walter Reuther, Bayard Rustin, and Whitney Young, to advocate for racial equality and justice for all; and

WHEREAS, John Lewis courageously led protestors across the Edmund Pettus Bridge in Selma, Alabama, bravely facing violence from the police to ensure that the United States lived up to its founding ideals of equal justice under the law; and

WHEREAS, the bravery of John Lewis during "Bloody Sunday" led Congress to pass, and President Lyndon B. Johnson to sign into law, the Voting Rights Act of 1965, ensuring that African Americans have the right to fully participate in the democratic process in the United States; and

WHEREAS, John Lewis faithfully served his congressional district of Georgia in the House of Representatives

between 1987 and 2020, serving as the “Conscience of the Congress” by continuing his pursuit of justice and truth in the capital of the United States;

WHEREAS, John Lewis led by example as a leader of enduring struggle, always remaining hopeful and optimistic. Reminding us all that the struggle is not for a day, a week, a month, or a year, but for a lifetime. And to “never, ever be afraid to make some noise and get into good trouble, necessary trouble”; and

WHEREAS, by God’s grace, it was GOOD that John Lewis got into “Good Trouble” and NECESSARY that he got into “Necessary Trouble” so that others would have a better life; and

WHEREAS, John Lewis was for his lifetime committed to voting rights, civil rights and human rights, for freedom, equality and justice for all;

THEREFORE, BE IT RESOLVED that the NPMHU commends and honors John Lewis for his life and for embodying the spirit of love and dignity through his unceasing advocacy for reconciliation, justice, and the equality of all humankind.

BE IT FURTHER RESOLVED, that the NPMHU greatly appreciates all of the work done by John Lewis on our behalf, and we thank God for the man known affectionately as “the Boy from Troy” who became our friend and the “Conscience of Congress.”

## **RECOMMENDED RESOLUTION NO.2**

### **RESOLUTION ON THE RUSSIAN INVASION OF UKRAINE**

*Submitted by the National  
Executive Board*

The NPMHU joins with its sister unions in the AFL-CIO to condemn the violent invasion of Ukraine by the Russian

military. We stand in solidarity with the workers and their families who have suffered from the devastation and offer our condolences for lives that have been lost.

We join the global labor movement and our allies in calling for an immediate end to President Vladimir Putin’s military aggression and we support extensive economic sanctions imposed by the United States and the European Union, particularly those focused on Putin and his protectors. These sanctions should be strengthened, by excluding Russia from the international banking system and by taking effective multilateral action against tax havens and financial secrecy laws that protect Putin and his enablers. We further call on all U.S.-based corporations doing business in Russia to publicly condemn Putin’s government while calling for an end to the attack on Ukraine. We stand ready to assist the Biden Administration in its efforts to implement and strengthen these measures, and we call on global leaders to build toward re-establishing peace and democracy in Ukraine and the region.

Ukrainian unions have struggled for decades to guarantee the internationally recognized right to organize and bargain collectively. They have been at the forefront of campaigns to protect working people from precarious or “informal” work; fight climate change while preserving jobs and livelihoods; and end gender-based violence and harassment and employment discrimination against LGBTQ+ workers. Unions have courageously fought corruption that is widespread in the Ukrainian economy. All these brave efforts by Ukraine’s unions are now threatened by the Russian military invasion, which is destroying the

basic democratic rights of freedom of association, assembly and speech that are necessary for all effective trade union action.

The Russian government’s invasion of Ukraine flagrantly violates international law and undermines the right of Ukraine and of all nations to self-determination free from the threat of violence. The consequences of the attack on Ukraine are vast, with tens of thousands of lives already lost and millions of lives displaced. Countries will need to house, feed, and support the many refugees fleeing the violence. President Putin’s war jeopardizes international peace and global economic recovery. Workers and their families are still struggling with the COVID-19 pandemic and cannot afford the higher oil and food prices and further disruption to the supply chains this war has caused.

Going forward, the global community must come together immediately to re-establish a common security framework that ends violent conflicts and prioritizes investments in shared economic security, including jobs and basic social protections. The NPMHU stands with the AFL-CIO to support policies that will bring security, peace, and democracy, and we will provide continued solidarity and support to the people of Ukraine.

## **RECOMMENDED RESOLUTION NO. 3**

### **DIGNITY, RESPECT, AND JUSTICE IN THE WORKPLACE**

*Submitted by the National  
Executive Board*

WHEREAS, it is the task of the NPMHU, its affiliated Local Unions, and their thousands of dedicated representatives to organize all Mail Handlers in support

of one another and to protect the interests of all Mail Handlers through the negotiation and enforcement of agreements between the Union and the U.S. Postal Service; and

WHEREAS, the NPMHU believes that all Mail Handlers deserve dignity, respect, and justice in the workplace; that workplace bullying leads to rudeness, hatred, disloyalty, and arrogance; and that workplace harassment denies our members a workplace that is free of unlawful and inappropriate conduct; and

WHEREAS, harassment and bullying are institutionalized when management condones their use. Management may write policy statements in support of dignity, respect, and justice in the workplace, but there must be consequences for the manager who harasses, bullies, and violates those policies; and

WHEREAS, harassment and bullying lead to a disruptive and hostile work environment, leaving NPMHU members intimidated and terrified to affirm their contractual rights and undermining the Union's ability to represent them; and

WHEREAS, it is the NPMHU's responsibility to promote unity, dignity, and respect through the enforcement of worker rights;

THEREFORE, BE IT RESOLVED, that the NPMHU endorses a sustained struggle to promote dignity, respect, and justice in the workplace. The NPMHU will demand that the Postal Service values the diversity of Mail Handlers and remains committed to a workplace where all employees can come to work with dignity and respect.

### **RECOMMENDED RESOLUTION NO. 4**

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#### **SUPPORTING THE U.S. MAIL**

*Submitted by the National  
Executive Board*

WHEREAS, the mail processed and delivered by the U.S. Postal Service has been a key component of the American communications system for more than two hundred years, since the Post Office was first enshrined in the U.S. Constitution; and

WHEREAS, the U.S. mail also serves as a crucial component of American business and commerce, especially with the increasing number of mailed packages; and

WHEREAS, the U.S. mail provides a secure and private means of communication and commerce in a fully unionized environment; and

WHEREAS, communications that are accomplished electronically are far less secure and less private, and are processed in what is largely a non-union environment; and

WHEREAS, examples of cyber breaches or other intrusions into electronic data and communications have become routine, with some intrusions instigated by domestic criminals or international terrorists;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports continued use of the U.S. mail for both private communications and secure commerce; and

BE IT FURTHER RESOLVED, that the NPMHU urges its members, families, friends, and business associates to use — to the maximum extent possible — the U.S. mail (rather than its private competitors) for all of their communication needs, including a follow-up hardcopy by U.S. mail in

those situations when time-sensitive matters require use of electronic mail or facsimile.

### **RECOMMENDED RESOLUTION NO. 5**

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#### **OPPOSE USPS PLANS TO DOWNSIZE OR REDUCE SERVICE**

*Submitted by the National  
Executive Board*

WHEREAS, in response to recent financial difficulties, the U.S. Postal Service embarked on a plan to reduce service to the American people by closing or consolidating scores of mail processing facilities and closing or reducing hours at smaller post offices; and

WHEREAS, these plans, if fully implemented, would dismantle a large part of the postal network and communications system that is supported by the Postal Service and its employees; and

WHEREAS, these plans are misguided, and if left unchallenged and unchanged, could lead to the demise of the Postal Service;

THEREFORE, BE IT RESOLVED, that the NPMHU should continue to take all reasonable and available steps and actions to oppose unnecessary and misguided cuts in service, including specifically unjustified closings and consolidations of mail processing facilities that may be proposed and/or adopted by postal management.

### **RECOMMENDED RESOLUTION NO. 6**

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#### **IN OPPOSITION TO PRIVATIZE THE POSTAL SERVICE**

*Submitted by the National  
Executive Board*

WHEREAS, in recent years the U.S. Postal Service has tried to accelerate

its plans to privatize Mail Handler work; and

WHEREAS, the men and women of the Postal Service, as the Postal Service repeatedly states, are its most important assets; and

WHEREAS, neither the Postal Accountability and Enhancement Act of 2006 nor the Postal Reform Act of 2022 are excuses to demean the dignity of our dedicated workforce through increased privatization of postal jobs; and

WHEREAS, the issue of subcontracting has caused much dissent at the bargaining table and much dissension on the workroom floor;

THEREFORE, BE IT RESOLVED, that members of the NPMHU strongly oppose any subcontracting and/or privatization of any existing work currently being performed by postal employees, including but not limited to the processing of parcels and other work currently being performed at Mail Transport Equipment Centers (MTECs), Surface Transfer Centers (STCs), Terminal Handling Services (THSs), and any other facilities that have been or may be targeted by the Postal Service for future subcontracting.

## **RECOMMENDED RESOLUTION NO. 7**

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### **OPPOSING DISCRIMINATION & SEXUAL HARASSMENT WITHIN THE NPMHU**

*Submitted by the NPMHU  
Women's Committee*

WHEREAS, the National Postal Mail Handlers Union (NPMHU) is committed to providing all Members with quality representation at all levels in an environment free from discrimination and sexual harassment; and

WHEREAS, the NPMHU reaffirms that we will not tolerate discrimination

or sexual harassment in any form. This prohibition is applicable to all - union officials, union stewards, members, vendors, or other contractors; and

WHEREAS, this resolution is intended to supplement — not replace or supersede — the other procedures available to employees under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, applicable collective bargaining agreement, and/or other procedures; and

WHEREAS, the NPMHU is committed to maintaining an environment that is free of sexual harassment. Sexual harassment is a form of discrimination and can involve unwelcome sexual advances, requests for sexual favors, and other, verbal, visual, or physical conduct of a sexual nature. It can be in the form of words, signs, jokes, with or without physical conduct. Sexual harassment consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient;

THEREFORE, BE IT RESOLVED, that all Members of the NPMHU are encouraged to report any sexual harassment or acts of discrimination. Members who believe they are the victims of sexual harassment or discrimination by someone working for or representing the Union, or who have witnessed any inappropriate conduct by such individuals, should bring such conduct to the attention of their Branch President, their Local Executive Board, or their Local President; and

BE IT FURTHER RESOLVED, that the Union will conduct a prompt, thorough, and confidential investigation

that ensures due process for all parties; and

AND BE IT FURTHER RESOLVED, that any Member who may be asked to cooperate as needed in an investigation of suspected sexual harassment or discrimination or who participates in any such investigation will not be retaliated against.

## **RECOMMENDED RESOLUTION NO. 8**

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### **BUY UNION — BUY AMERICAN**

*Based on proposals submitted  
by National Executive Board and  
Kelly Dickey, NPMHU Local 322*

WHEREAS, the workforce of the United States has been hurt both by outsourcing of jobs to other countries and by American companies that are using foreign operations as a means of holding down wages and benefits for American jobs; and

WHEREAS, the economic hardships of unemployment and underemployment continue, and are adversely affecting the economy as a whole; and

WHEREAS, any downturn in the American economy also affects the U.S. Postal Service, with a decrease in mail volume directly caused by the circulation of fewer commercial mailings; and

WHEREAS, there are unlimited opportunities to purchase quality Union-made and American-made goods, both in person and on-line; and

WHEREAS, purchasing Union-made and American-made goods will result in additional economic growth in the United States and increased mail volume for the Postal Service; and

WHEREAS, purchasing Union-made and American-made goods will help other American workers to keep their jobs;

THEREFORE, BE IT RESOLVED, that the NPMHU fully supports purchasing Union-made and American-made goods; and

BE IT FURTHER RESOLVED, that the NPMHU will disseminate this message through various communication channels, such as the NPMHU website, the Mail Handler Update bulletin, and the Mail Handler magazine; and

BE IT FURTHER RESOLVED, that all Mail Handlers should spread this message through word of mouth to family, friends, and co-workers.

### **RECOMMENDED RESOLUTION NO. 9**

#### **HONORING THE LIFE AND LEGACY OF ELIJAH E. CUMMINGS (1951–2019)**

*Based on proposals by the National Executive Board and Lawrence Sapp, Southern Region Vice President*

WHEREAS, Elijah Eugene Cummings was born in 1951, in Baltimore, Maryland, as the son of sharecroppers, only to rise to the heights of power and influence in Washington, DC, ultimately serving as Chair of the House Committee on Oversight and Government Reform; and

WHEREAS, he was elected to the House of Representatives in 1996, and served the people of Maryland's 7th Congressional District for more than 23 years; and

WHEREAS, as Chair of the House Committee, he cared deeply about holding public officials accountable and making the government work better; and

WHEREAS, Elijah Cummings was a lifetime activist for social justice and equality, displaying great dedication and persistence in advocating for justice for all; and

WHEREAS, Elijah Cummings vowed to “fight until the death” to make sure every citizen had access to voting, calling the vote the “essence of democracy”; and

WHEREAS, Elijah Cummings became one of the leading political figures on the subject of postal reform and anti-privatization for the U.S. Postal Service; and

WHEREAS, as Chair of the House Committee, he was a major supporter and proponent of the Postal Service and all its employees; and

WHEREAS, when he died in October 2019, he became the first African-American lawmaker to lay in state at the United States Capitol Building's Statuary Hall;

THEREFORE, BE IT RESOLVED, that the NPMHU adopts this resolution to honor the life and the legacy of Elijah E. Cummings, an American icon and constant friend and supporter of all USPS Mail Handlers; and

BE IT FURTHER RESOLVED, that we commit as a Union — using Elijah Cummings' own words — to “fight until the death” for industrial justice for those who have trusted us as Union leaders to do so; and

BE IT FINALLY RESOLVED, we express our deepest appreciation to Elijah Cummings' widow, Maya Rockey Moore Cummings, for sharing just a small portion of this great and special man with this Union.

### **RECOMMENDED RESOLUTION NO. 10**

#### **JOIN CENTRAL LABOR COUNCILS**

*Submitted by Steve Brown,  
NPMHU Local 321*

WHEREAS, union solidarity is paramount to increasing the power of individuals unions and the American worker; and

WHEREAS, the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), since its formation in 1955, has provided a forum for inter-union cooperation and unity; and

WHEREAS, the AFL-CIO has created a network of over 50 State Federations and Central Labor Councils; and

WHEREAS, the State Federations and Central Labor Councils are designed to partner with state and community organizations and conduct state, local and national campaigns to improve the lives of working families; and

WHEREAS, collaboration with local, state, and national communities has always been beneficial to the health of unions and the labor movement;

THEREFORE, BE IT RESOLVED, that NPMHU Local Unions are encouraged to join their AFL-CIO Central Labor Councils, Area Labor Federations and State AFL-CIO Federations; and

BE IT FURTHER RESOLVED, that joining Central Labor Councils will increase the power and influence of NPMHU Local Unions as other non-postal unions become aware of our issues and our fights. At the same time, NPMHU representatives will learn from what other Unions are doing and join with them to fight for a better life for all.

# LEGISLATIVE AND POLITICAL COMMITTEE

## RECOMMENDED LEGISLATIVE RESOLUTION NO. 1

### UNIVERSAL VOTER REGISTRATION AND VOTE BY MAIL

*Submitted by the National Executive Board*

WHEREAS, voter turnout in the United States is disgracefully low, especially when compared to other countries with developed democratic processes; and

WHEREAS, though the 2018 and 2020 elections saw spikes in voter participation, only 49 percent of eligible voters participated in the 2018 midterms, and 66 percent of voters participated in the 2020 election; and

WHEREAS, increased voter turnout rates appeared the most in states that conducted vote by mail initiatives in the 2020 elections; and

WHEREAS, in 2018, the States of Alaska, California, Colorado, Georgia, Oregon, Rhode Island, Vermont, and the District of Columbia implemented automatic voter registration which resulted in 2.2 million new voters and updated the information of over 6 million existing voters; and

WHEREAS, the right to vote is essential to any functioning democracy; and

WHEREAS, of the 53 million ballots cast in 2020, 26.6 million, or over half, were mail-in; and

WHEREAS, even after registering to vote, citizens must have a simple, convenient, and low cost means of exercising their right to vote; and

WHEREAS, during the 2020 elections, the U.S. Postal Service processed

and delivered 135 million ballots, 97.9 percent of which were delivered to and from voters within three days, and 99.7 percent within five days; and

WHEREAS, the States of Oregon and Washington already implemented universal vote by mail; the States of Arizona, California, Colorado, Hawaii, Montana, Nevada, New Jersey, Utah, Virginia, and the District of Columbia offer permanent absentee voting; and the States of Florida, Georgia, Idaho, Illinois, Iowa, Kansas, Maine, Maryland, Michigan, Minnesota, Nebraska, New Mexico, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, South Dakota, Vermont, Wisconsin, and Wyoming offer no excuse absentee voting; and

WHEREAS, vote by mail provides better access to ballots, resulting in greater voter participation; and

WHEREAS, vote by mail allows voters to study each ballot and research the issues at home and at their leisure; and

WHEREAS, the Postal Service provides a trusted, trained, and professional workforce to handle the ballots; and

WHEREAS, increased use of vote by mail will have the corollary effect of saving money that normally would be spent by state and local governments on training and paying poll workers, while at the same time providing the Postal Service with additional revenue;

THEREFORE, BE IT RESOLVED, that the NPMHU supports automatic or universal voter registration for all citizens of voting age, as well as the expansion of early voting practices; and

BE IT FURTHER RESOLVED, that the NPMHU supports and shall continue

to work for the passage of vote by mail legislation.

## RECOMMENDED LEGISLATIVE RESOLUTION NO. 2

### CAMPAIGN FINANCE REFORM

*Submitted by the National Executive Board*

WHEREAS, in 2010 the Supreme Court ruled in its infamous Citizens United decision that corporations have the same freedom of speech protections as natural persons, and therefore are entitled to express their opinions using unlimited capital; and

WHEREAS, Citizens United and subsequent decisions have resulted in an unprecedented amount of political spending by corporations and wealthy individuals, thereby corrupting the political process and rendering the option of contributing to free speech beyond the scope of the average citizen; and

WHEREAS, the gap between contributions of those involved in the labor movement and those looking out for the interests of big business is a staggering 15 to 1, which naturally resulted in legislation and political activity that suppressed the work of labor unions and undermined the goals of the labor movement, all the while furthering the protections of the ultra-rich to the detriment of the American worker; and

WHEREAS, labor organizations are forced to disclose their contributions publicly, while corporations are able to disguise and easily shroud their unlimited contributions;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the disclosure of all corporate campaign contributions, lobbying expenditures, and payments made to trade associations; and

BE IT FURTHER RESOLVED, that the NPMHU encourages the Supreme Court to reconsider its decisions in *Citizens United* and related cases; and

BE IT FURTHER RESOLVED, that the NPMHU should continue to advocate for campaign finance reform on a state and national level; and

BE IT FURTHER RESOLVED, that the NPMHU urges Congress to propose and pass legislation that would strike down the reckless practices of corporations, and controls the system of political contributions, so that once again the electoral process is accessible to and operates in the interest of working families.

### **RECOMMENDED LEGISLATIVE RESOLUTION NO. 3**

#### **RAISE THE MINIMUM WAGE**

*Submitted by the National Executive Board*

WHEREAS, the federal minimum wage has remained at \$7.25 per hour while the cost of living has continued to climb; and

WHEREAS, millions of American workers earn the minimum wage, ensnaring themselves and their families in a crippling cycle of poverty, as well as exposing them to risk factors including poor nutrition and health, unsafe or inadequate housing, and limited access to medical care; and

WHEREAS, studies show that increasing the minimum wage has virtually no negative effect on the employment of minimum wage workers or the availability of their jobs; and

WHEREAS, studies also show that increasing the minimum wage will

cause an increase in employment, because higher wages will result in a surge in consumer spending, giving the U.S. economy a needed boost; and

WHEREAS, opinion polls show that an overwhelming majority of Americans support increasing the minimum wage to at least \$15.00 per hour; and

WHEREAS, nine states will have at least a \$15.00 an hour pay base by 2025, including Connecticut, Delaware, Florida, Illinois, Maryland, Massachusetts, New Jersey, Rhode Island, and Virginia; and

WHEREAS, California, as well as over 50 localities, already have a \$15.00 an hour pay base; and

WHEREAS, the National Employment Law Project estimates that 40% of the American workforce will be covered by a \$15.00 an hour pay base by 2026;

THEREFORE, BE IT RESOLVED, that the NPMHU supports an immediate increase in the federal minimum wage to at least \$15.00 per hour; and

BE IT FURTHER RESOLVED, that the NPMHU strongly encourages its affiliates to advocate for local, state, and federal legislation that ensures a wage increase commensurate with the rise in the cost of living.

### **RECOMMENDED LEGISLATIVE RESOLUTION NO. 4**

#### **RESOLUTION ON VOTING RIGHTS**

*Based on proposals submitted by the National Executive Board and Errol Tony Wilson, NPMHU Local 321*

WHEREAS, the NPMHU recognizes that the right to vote is the cornerstone of our democracy and the foundation on which our civil liberties rests; and

WHEREAS, the right to vote in America has been besieged by false allegations of voter fraud; and

WHEREAS, since the 2020 General Election, 19 states have enacted at least 33 laws that have purged voter rolls, limited the ability to vote by mail, expanded voter identification requirements, and required partisan reviews of elections; and

WHEREAS, restrictions on early voting, elimination of same-day registration, reduction in the number of polling places, and needlessly-cumbersome voter ID laws are tantamount to voter suppression and limit the political agency of predominantly low income individuals and people of color; and

WHEREAS, state legislators in many states are perpetrating the big lie to justify their actions to disenfranchise a large number of people from exercising their right to vote; and

WHEREAS, the action of the Supreme Court in its 2013 decision in *Shelby County v. Holder*, which invalidated a key provision of the 1965 Voting Rights Act, has facilitated the disenfranchisement practices in many of the states; and

WHEREAS, despite these efforts at voter suppression, in 2021, 25 states have enacted 62 voter expansive laws that expand early voting, ease vote by mail and voter registration, and increase the volume of mail ballot drop boxes; and

WHEREAS, the NPMHU acknowledges that its many members of color and their families may be deprived of their basic fundamental democratic rights to choose at the ballot box or by mail-in ballot; and

WHEREAS, comprehensive voting rights are the core principle to democracy and that every citizen disenfranchised is a step back away from democracy; and

WHEREAS, states have imposed new or more-severe criminal penalties on election officials or other individuals;

THEREFORE, BE IT RESOLVED, that the NPMHU should join with allied organizations at the local, state, and national levels to secure legislation and enforce constitutional provisions to ensure an untarnished right to vote for all Americans; and

BE IT FURTHER RESOLVED, that the NPMHU opposes all attempts to disenfranchise the American people; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Freedom to Vote: John Lewis Act (H.R. 5746), as it sets a national standard for the rights of voters and will strengthen legal protection against discriminatory voting policies and practices; and

BE IT FURTHER RESOLVED, that the NPMHU through support and advocacy will fight back against any attempts to curtail an essential right in our democracy.

## **RECOMMENDED LEGISLATIVE RESOLUTION NO. 5**

### **SUPPORTING THE RIGHT TO ORGANIZE**

*Based on proposals submitted by the National Executive Board and Errol Tony Wilson, NPMHU Local 321*

WHEREAS, the right to organize and bargain collectively have an impact on the growth of the American middle class seen in higher wages, better benefits and safer working conditions; and

WHEREAS, the labor movement is responsible for the forty-hour work week, advancing economic justice, the development of occupational safety and health standards, and the creation of child labor laws; and

WHEREAS, the current labor laws in the United States exclude certain categories of workers, make it difficult or nearly impossible for workers to form a union, hamper the fight for better working

conditions, and have failed to keep up with disruptive technologies; and

WHEREAS, wage theft by employers comes in many forms, especially in non-unionized workplaces; and

WHEREAS, the voice of workers is constantly made silent which accounts for low wages and bad working conditions; and

WHEREAS, data shows that unionized workers are paid more than non-unionized workers, have greater access to other workplace benefit and health insurance; and

WHEREAS, corporate lobbyists and many state governments have created deceptive and misguided policies under the term “right to work”; and

WHEREAS, the “right-to-work” term perpetuated by corporate lobbyists and their political allies are designed to drain workers’ collective power away; and

WHEREAS, currently 27 states have “right-to-work” laws which limit employees’ abilities to bargain collectively; and

WHEREAS, employees in right-to-work laws states on average annually earn \$8,000 less, face increased work-related deaths, and are more likely to be uninsured than those in states without these laws;

THEREFORE, BE IT RESOLVED, that the NPMHU supports the adoption of the Protecting the Right to Organize Act (H.R. 842/S. 420) as it would strengthen protections under the National Labor Relations Act, including: the freedom to organize; penalties for employers who retaliate against employees who organize; and protections for workers that prohibit being replaced while striking; and

BE IT FURTHER RESOLVED, that the NPMHU supports the adoption of the Public Service Freedom to Negotiate Act (H.R. 6238) as it would set a minimum nationwide standard for collective bargaining.

## **RECOMMENDED LEGISLATIVE RESOLUTION NO. 6**

### **IMPROVING THE FINANCES AND SERVICES OF THE USPS**

*Submitted by Don Sneesby, Western Region Vice President and NPMHU Local 316*

WHEREAS, the Postal Service Reform Act (PSRA) of 2022 (Pub. Law 117-108) provides the first steps towards financial stability for the United States Postal Service through the repeal of the 2006 mandate to prefund retirement healthcare benefits and Medicare integration for future retirees; and

WHEREAS, the PSRA promotes revenue growth through customer satisfaction with codifying six-day delivery through an integrated network, allowing for agreements between the USPS and local, state, and tribal governments to provide property and services, and creating a public dashboard to inform customers on delays; and

WHEREAS, despite the new law, there are still threats to dismantle the Postal Service’s processing and delivery network, cut additional career employees, and further reduce the USPS service standards; and

WHEREAS, additional stand-alone legislation is being examined by the NPMHU, other postal stakeholders, and elected officials to provide further improvements in USPS finances and services, and an increase in revenue;

THEREFORE, BE IT RESOLVED, that the NPMHU shall continue to work toward stability in the Postal Service’s finances; protect and strengthen the Postal Service’s invaluable mail processing, retail, and last-mile delivery networks; and allow the Postal Service to expand its services to meet the evolving needs of the American economy during the 21<sup>st</sup> century.

# CAREER MAIL HANDLERS TO RECEIVE COST OF LIVING ADJUSTMENT

Effective August 27, 2022, all career Mail Handler craft employees are scheduled to receive a cost-of-living (COLA) adjustment as outlined in Article 9.3 of the 2019 National Agreement. This is the last of six possible COLA increases under the terms of the current agreement. This COLA increase is based on the upward change in the relevant Consumer Price Index (CPI) following release of the July 2022 Index, using the July 2019 CPI index as a base. The increase will

appear in paychecks dated September 16, 2022 (Pay Period 19-2022). The resulting calculation provides an annual increase of \$2,455 or \$1.18 per hour for all Steps in Table 1 and for Step P of Table 2. The remaining Steps in Table 2 will receive the proportional COLA increase percentages as outlined in Article 9.3 of the National Agreement. For level 6 salary rates, please see the wage charts posted under Member Resources on the National website at [www.npmhu.org](http://www.npmhu.org).

## MAIL HANDLER WAGE RATES — EFFECTIVE AUGUST 27, 2022 (PP 19-2022)

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	47,286	\$1,819	\$22.73	\$34.10	23.74	88	AA	49,008	\$1,885	\$23.56	\$35.34	24.60
88	A	52,164	\$2,006	\$25.08	\$37.62	26.19	88	A	53,893	\$2,073	\$25.91	\$38.87	27.05
88	B	58,303	\$2,242	\$28.03	\$42.05	29.27	88	B	60,451	\$2,325	\$29.06	\$43.59	30.35
44	C	61,205	\$2,354	\$29.43	\$44.15	30.73	44	C	63,431	\$2,440	\$30.50	\$45.75	31.84
44	D	65,476	\$2,518	\$31.48	\$47.22	32.87	44	D	66,314	\$2,551	\$31.88	\$47.82	33.29
44	E	65,818	\$2,531	\$31.64	\$47.46	33.04	44	E	66,687	\$2,565	\$32.06	\$48.09	33.48
44	F	66,169	\$2,545	\$31.81	\$47.72	33.22	44	F	67,065	\$2,579	\$32.24	\$48.36	33.67
44	G	66,509	\$2,558	\$31.98	\$47.97	33.39	44	G	67,428	\$2,593	\$32.42	\$48.63	33.85
44	H	66,859	\$2,572	\$32.14	\$48.21	33.56	44	H	67,805	\$2,608	\$32.60	\$48.90	34.04
44	I	67,204	\$2,585	\$32.31	\$48.47	33.74	44	I	68,182	\$2,622	\$32.78	\$49.17	34.23
34	J	67,558	\$2,598	\$32.48	\$48.72	33.91	34	J	68,552	\$2,637	\$32.96	\$49.44	34.41
34	K	67,897	\$2,611	\$32.64	\$48.96	34.08	34	K	68,923	\$2,651	\$33.14	\$49.71	34.60
26	L	68,247	\$2,625	\$32.81	\$49.22	34.26	26	L	69,292	\$2,665	\$33.31	\$49.97	34.79
26	M	68,592	\$2,638	\$32.98	\$49.47	34.43	26	M	69,669	\$2,680	\$33.49	\$50.24	34.97
24	N	68,940	\$2,652	\$33.14	\$49.71	34.61	24	N	70,045	\$2,694	\$33.68	\$50.52	35.16
24	O	69,283	\$2,665	\$33.31	\$49.97	34.78	24	O	70,410	\$2,708	\$33.85	\$50.78	35.35
	P	69,632	\$2,678	\$33.48	\$50.22	34.96		P	70,784	\$2,722	\$34.03	\$51.05	35.53

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	39,996	\$1,538	\$19.23	\$28.85	20.08	52	BB	41,587	\$1,600	\$19.99	\$29.99	20.88
52	AA	41,742	\$1,605	\$20.07	\$30.11	20.95	52	AA	43,306	\$1,666	\$20.82	\$31.23	21.74
52	A	43,482	\$1,672	\$20.90	\$31.35	21.83	52	A	45,023	\$1,732	\$21.65	\$32.48	22.60
52	B	45,227	\$1,740	\$21.74	\$32.61	22.70	52	B	46,741	\$1,798	\$22.47	\$33.71	23.46
52	C	46,968	\$1,806	\$22.58	\$33.87	23.58	52	C	48,457	\$1,864	\$23.30	\$34.95	24.33
52	D	48,715	\$1,874	\$23.42	\$35.13	24.46	52	D	50,177	\$1,930	\$24.12	\$36.18	25.19
52	E	50,457	\$1,941	\$24.26	\$36.39	25.33	52	E	51,892	\$1,996	\$24.95	\$37.43	26.05
52	F	52,202	\$2,008	\$25.10	\$37.65	26.21	52	F	53,611	\$2,062	\$25.77	\$38.66	26.91
52	G	53,945	\$2,075	\$25.94	\$38.91	27.08	52	G	55,327	\$2,128	\$26.60	\$39.90	27.77
52	H	55,687	\$2,142	\$26.77	\$40.16	27.96	52	H	57,045	\$2,194	\$27.43	\$41.15	28.64
52	I	57,428	\$2,209	\$27.61	\$41.42	28.83	52	I	58,760	\$2,260	\$28.25	\$42.38	29.50
52	J	59,171	\$2,276	\$28.45	\$42.68	29.70	52	J	60,480	\$2,326	\$29.08	\$43.62	30.36
52	K	60,915	\$2,343	\$29.29	\$43.94	30.58	52	K	62,196	\$2,392	\$29.90	\$44.85	31.22
52	L	62,660	\$2,410	\$30.13	\$45.20	31.46	52	L	63,915	\$2,458	\$30.73	\$46.10	32.09
52	M	64,402	\$2,477	\$30.96	\$46.44	32.33	52	M	65,633	\$2,524	\$31.55	\$47.33	32.95
52	N	66,144	\$2,544	\$31.80	\$47.70	33.20	52	N	67,350	\$2,590	\$32.38	\$48.57	33.81
52	O	67,891	\$2,611	\$32.64	\$48.96	34.08	52	O	69,067	\$2,656	\$33.21	\$49.82	34.67
	P	69,632	\$2,678	\$33.48	\$50.22	34.96		P	70,784	\$2,722	\$34.03	\$51.05	35.53

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

MHA Grade 4 — \$17.32

MHA Grade 5 — \$18.25

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- Affordable monthly rates. Just \$8.60 for Self Only and \$16.00 for Family coverage
- Nearly 46,000 network-provider locations
- Allowance for prescription frames or contact lenses

\* Please refer to the chart on [MHBP.com/dental-plan/](https://www.mhbp.com/dental-plan/) so you can review how the basic services are better the longer you are in the plan. MHBP Dental and Vision Plans are available to U.S. residents only. Dental and vision benefits are underwritten by First Health Life & Insurance Company. These benefits are neither offered nor guaranteed under contract with the FEHBP or FEDVIP, but are available to federal employees, retirees, and select members of the military and their covered family members as a voluntary offering. You cannot file a FEHBP disputed claim about them.

You do not have to be enrolled in an MHBP medical plan to enroll in the MHBP Dental or Vision Plans. A single annual \$42 MHBP associate membership fee makes all MHBP plans available to you. Before making a final decision, please read the official 2022 Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the official 2022 Plan Brochure.

For more information about MHBP plans, please refer to [MHBP.com](https://www.mhbp.com)

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