

THE MAIL HANDLER

WINTER 2024

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION



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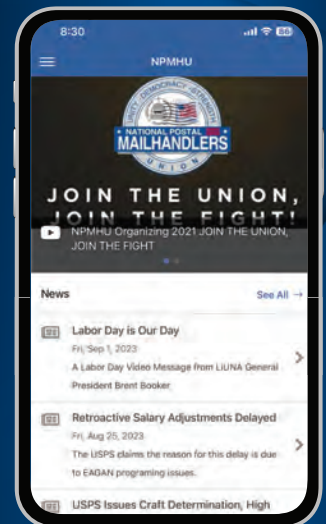
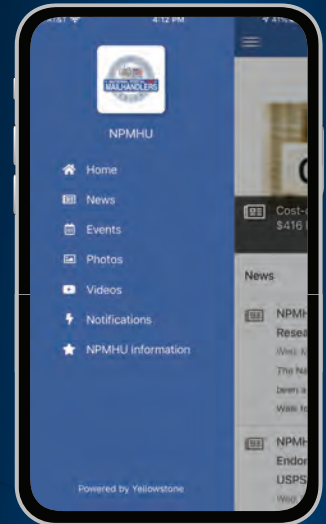
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THE APP'S FEATURES INCLUDE:

- + Current NPMHU news with periodic push notifications of importance
- + Legislative and Political NPMHU Action Center
- + Quadrennial Convention Information
- + NPMHU Women's Committee
- + Current Wage Charts





THE MAIL HANDLER

NATIONAL POSTAL MAIL HANDLERS UNION

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THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

“LOCAL” MAIL STAYING “LOCAL” (UPDATE)

Paul V. Hogrogian, National President



Dear Members: I previously reported that the Postal Service announced what it called “Mail Processing Facility Reviews” (MPFRs) for approximately sixty sites. The Postal Service had determined that there was a need to consolidate certain mail processing operations from these facilities into other processing centers. The plan was to move ALL Outgoing/Originating mail (letters/flats and parcels) from the targeted installation to a centralized Mail Processing Facility (MPF).

While some of these consolidations made sense, others did not. The original concept was to centralize mail processing among facilities in a metropolitan area within a

A bi-partisan group of twenty-six Senators signed a letter to pause all changes to the delivery network until the Postal Regulatory Commission reviews the proposed changes.

50-mile radius. The Postal Service’s plans, in some instances, have extended much further than that, often exceeding one hundred miles, sometimes exceeding two hundred miles. This would mean that a letter mailed across town would travel to a centralized facility (often 100-200 miles away), be processed there and then returned to the original facility for local processing. We have and will continue to argue to the Postal Service that they must re-evaluate the situation, reconsider these plans and implement a more reasonable and rational plan.

Many representatives in Congress have also voiced their opposition to the Mail Processing Facility reviews. At least four separate bills were introduced in Congress to stop the consolidations until service performance improves. A

bi-partisan group of twenty-six Senators signed a letter to pause all changes to the delivery network until the Postal Regulatory Commission reviews the proposed changes.

As previously reported, the Postal Service announced a change in their plans. The Postal Service now proposes to continue mail cancellation operations in thirty-six of the proposed sixty MPFR sites. The “local” mail processed there will therefore remain in the local area, thereby avoiding the unnecessary round trips of several hundreds of miles. The Postal Service claims that the proposed changes will maintain the existing 1–5-day service standards for first class mail.

The NPMHU has now been supplied with a draft list (subject to change) of the thirty-six facilities where local mail will remain local. The listed postal facilities will now continue certain local originating mail processing operations. The following facilities are slated to continue to cancel and process local mail:

- McAllen, TX
- El Paso, TX
- Charleston, WV
- Knoxville, TN
- Fayetteville, AR
- Gulfport, MS
- Burlington, VT
- Wichita, KS
- Bismarck, ND
- Shreveport, LA
- Sioux Falls, SD
- Mobile, AL
- Quad Cities, IL
- Springfield, MO
- Pensacola, FL
- Fresno, CA
- Jackson, MS
- West Palm Beach, FL
- Peoria, IL
- Reno, NV
- Champaign, IL
- Chattanooga, TN
- Little Rock, AR
- Waterloo, IA
- Cedar Rapids, IA
- Eastern ME
- Tulsa, OK
- Columbus, OH
- Birmingham, AL
- Albany, NY
- Syracuse, NY
- Greenville, SC
- Austin, TX
- Raleigh, NC
- Buffalo, NY
- Fort Myers, FL

The Postal Service anticipated staffing impacts due to the proposed move of operations originating from the losing sites. However, with the decision to keep these operations at the original facility, it is anticipated that the predicted employee impacts will be greatly diminished if not totally eliminated.

It is worth repeating that these plans are extremely fluid and subject to change. The National Office will provide updates on this project as we receive more information.

The NPMHU will ensure that the Postal Service complies with all the provisions of our National Agreement, especially those contained in Article 12 and keeping all dislocation and inconvenience to Mail Handlers to an absolute minimum when implementing these plans.

* * *

The National Office has continued to prepare for the next round of contract negotiations. Our National Bargaining Agreement expires on September 20, 2025. Our contract establishes the wages, benefits and working conditions of the Mail Handler bargaining unit. Solicitation for contract proposals has been sent to the field. Last time hundreds of contract proposals were submitted. A bargaining strategy session was held on the third day of our Semi-Annual Meeting of Local Unions (SAMLU) held in Houston, Texas on November 4-6, 2024. Our Field Negotiating Committee is scheduled to meet in Washington for a week in February to review and discuss all the proposals that were received from the field.

The members that I appointed to the Field Negotiating Committee are as follows:

1. **Paul Hogrogian**, National President
2. **Kevin Tabarus**, National Secretary-Treasurer
3. **John Gibson**, Eastern Regional VP/
President — Local 308
4. **June Harris**, Central Regional VP/
President — Local 306
5. **Don Sneesby**, Western Regional VP/
President — Local 316
6. **Dan St. Marie**, Northeastern Regional
VP/President — Local 301
7. **John “JR” Macon**, Southern Regional
VP/President — Local 329
8. **Tony Coleman**, President — Local 302
9. **Juan Torres**, President — Local 303
10. **Greg Hill**, President — Local 304
11. **Felandria Jackson**, President — Local 305
12. **James Haggarty**, President — Local 307

13. **Lisa Greer**, President — Local 310
14. **Charles Charleston**, President — Local 311
15. **Nick Mosezar**, President — Local 318
16. **Lisa Greer**, President — Local 310
17. **Kelly Dickey**, President — Local 322
18. **Jeff Larsen**, President — Local 323
19. **Todd Larson**, President-Local 328
20. **Edvina Tesch**, President — Local 332
21. **Sheldon Adams**, President — Local 334
22. **Teresa Harmon**, Manager — CAD
23. **Tom Ruther**, CAD Representative
24. **Eugene Horton**, CAD Representative
25. **Neil Ryan**, CAD Representative/
Asst to the National Officers
26. **Matt Clash-Drexler**, General Counsel

Our Field Negotiating Committee, National Executive Board and our National Negotiations Team will analyze the submissions to prepare and present proposals at the bargaining table. Our bargaining kick-off with the Postal Service is scheduled for June of 2025. Regular updates concerning the progress of the negotiations will be provided to the Local Unions and to the membership.

* * *

I want to thank all the delegates to the 2024 NPMHU National Convention, held in Las Vegas, Nevada, for the confidence that they have shown in me by electing me by acclamation to serve another 4-year term as your National President. I am extremely both honored and humbled and pledge to serve the membership of this great Union to the best of my ability. Thank you all!!!!.

I also want to wish everyone a Happy Holiday season and a happy and healthy New Year.

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

Fraternally,



Paul V. Hogrogian
National President

THE UNION'S FINANCES REMAIN STRONG

Kevin P. Tabarus, National Secretary-Treasurer



The financial state of the National Union continues to remain strong. As predicted, we incurred a large amount of Convention expenses in 2024. We were able to cover these costs without tapping into our financial reserves.

Our membership remains similar to last year for both Regular and Associate Members. We need to improve these numbers in 2025. We are working to increase our Regular Membership through our revamped organizing campaign. Our Associate Membership is comprised of Postal Employees that are not in the Mail Handler bargaining unit and Federal Employees that are enrolled in the Mail Handlers Benefit Plan (MHBP). We are confident that our Associate Membership will increase during Open Season.

2025 will be another expensive (and busy) year for the National Postal Mail Handlers Union. We will begin getting ready for our National Agreement negotiations.

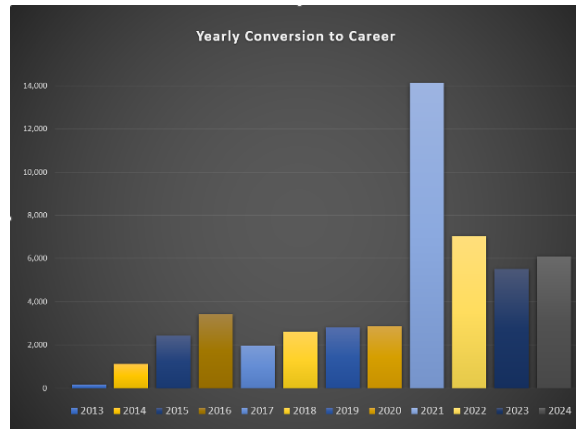
In February, the Field Negotiating Committee will meet for a week to review each and every contract proposal submitted (Deadline January 31, 2025) by the membership. Our contract negotiations will start in June, prior to the expiration of our current National Agreement on September 20, 2025.

If the National Mail Handlers Union and the US Postal Service reach a tentative agreement, the membership will vote on the contract ratification. Each regular member will receive a ballot to vote to accept or not accept the tentative agreement. Should the NPMHU not be able to reach a tentative agreement with the Postal Service, the terms of the new 2025 National Agreement shall be sent to Interest Arbitration.

On March 4-5, 2025, the National Union shall conduct a Financial Management Seminar for our Local Unions. Financial standards and practices shall be reviewed and discussed. This updated training program shall also address financial record reporting. The intent is to ensure compliance with all rules and regulations for Local Unions. Both the National and Local Unions need to ensure that we have and

maintain a financially strong labor union. Strong unions are better positioned to provide top notch representation, protecting the rights, terms, and conditions of our membership. In addition, the National Union will hold the 2025 Legislative Conference in Washington, DC May 13-14, 2025.

The NPMHU has been very successful with Mail Handler Assistant (MHA) conversions to career. There have been over 50,000 total MHA conversions to career since 2013 — as of Pay Period 24 of 2024, there have been 50,130 MHAs converted to Career positions. Of those conversions, 47,674 occurred as a result of the Residual Vacancy MOU, which was negotiated in 2015.



* * *

I wish to thank all my Brother and Sister Delegates for contributing to the success of the 2024 NPMHU National Convention, held in Las Vegas, Nevada. I am extremely humbled and honored to have been elected by acclamation, to serve and represent you as your National Secretary-Treasurer for the next four (4) years. This is definitely the hardest position I have ever held in my Union career. I do enjoy what I do. There are new challenges all the time, and I am never bored. I promise to always commit to giving you more than 100%. I am lucky and grateful to work with an excellent team of top-notch people at the National Office. Thank you all!!!

I also want to wish everyone Happy Holidays and a Healthy New Year to you and your family from your Union family. Be safe.

Fraternally,

Kevin P. Tabarus
National Secretary-Treasurer

ARTHUR S. VALLONE SCHOLARSHIP APPLICATION

2025 – 2026



CALLING ALL MAIL HANDLERS!!

The NPMHU Arthur S. Vallone application process is under way. NPMHU is now accepting applications for scholarships to be paid during the 2025–2026 years. We are calling on Mail Handlers & their families to take advantage of these funds available at zero expense just the short time needed to apply. Applications are available for download on the NPMHU website at www.npmhu.org.

Each NPMHU Region has been granted up to three scholarship awards in the amount of \$1,000 each, renewable by the recipient for up to four years or until the completion of the students undergraduate or trade school degree, whichever occurs first for a maximum of \$4,000 per recipient over four years.

The NPMHU Arthur S. Vallone Scholarship provides qualified applicants with an opportunity to establish an educational foundation in their chosen field of study. The NPMHU understands how the high cost of an education can put a stranglehold on our members finances thus why we

have established this scholarship to assist in supporting our members families with some financial relief to help absorb the cost of higher education.

Also available to Mail Handlers and their families is the Union Plus Scholarship. The Union Plus Scholarship has awarded over \$5.6 million to students of working families who want to begin or continue their post-secondary education. The deadline to apply for the Union Plus Scholarship is Friday, January 31, 2025. The application can be found by visiting the Union Plus website at <https://www.unionplus.org>.

NATIONAL OFFICERS ACROSS THE COUNTRY →



NATIONAL PRESIDENT PAUL HOGROGIAN, LEGISLATIVE AND POLITICAL DIRECTOR KATIE MADDOCKS, ASSISTANT TO THE NATIONAL OFFICERS NEIL RYAN, CAD REPRESENTATIVE TOM RUTHER AND MEMBERSHIP SERVICES REPRESENTATIVE GISELLE MORCH JOINED MEMBERS OF LIUNA FOR KAMALA HARRIS'S CLOSING ARGUMENT SPEECH ON THE WASHINGTON, DC ELLIPSE.



**NATIONAL PRESIDENT PAUL HOGROGIAN WITH
MINORITY LEADER OF THE U.S. HOUSE OF
REPRESENTATIVES (D-NY-08) HAKEEM JEFFRIES.**



**LIUNA GENERAL PRESIDENT BRENT BOOKER
VIRTUALLY SWORE IN THE NEWLY ELECTED NPMHU
EXECUTIVE BOARD.**

Due to his busy travel schedule LiUNA General President Brent Booker virtually swore in the newly elected NPMHU Executive Board. National Secretary-Treasurer Kevin Tabarus, Western Region Vice President Don Sneesby, Eastern Region Vice President John Gibson, National President Paul Hogrogian, Southern Region Vice President John (J.R.) Macon, Central Region Vice President June Harris, Northeastern Region Vice President Dan St. Marie and LiUNA General President Brent Booker.



**THE NEW NPMHU EXECUTIVE BOARD
TOOK TIME DURING THE RECENT
SAMLU TO CONDUCT A FACILITY VISIT
IN HOUSTON, TX.**

Pictured outside the North Houston Processing Center are (l-r) Local 311 Treasurer Roxie Olds-Pride, Local 311 President Charles Charleston, Local 311 Recording-Secretary Dana Davenport, Local 311 Branch President (N. Houston PDC) Johnniece McGee, National Secretary-Treasurer Kevin Tabarus, CAD Manager Teresa Harmon, National President Paul Hogrogian, Central Region Vice President June Harris, CAD Director (Northeast) Patrick Donovan, Vice President Eastern Region John Gibson, Local 311 Branch President (Dallas PDC) Byron Bennett, Vice President Northeast Region Dan St. Marie, Local 311 SEBM (Texas) Shirley Mackey, Vice President Western Region Don Sneesby, and Vice President Southern Region John (J.R.) Macon.



SAMLU REPORT

The Semi-Annual Meeting of the Local Unions was held in Houston, TX from November 4, 2024 through November 6, 2024. In attendance were all members of the National Executive Board, all NPMHU National Office Department Heads, National and Regional Contract Administration Department (CAD) Representatives, and various Officers and Representatives from the 36 NPMHU Local Unions.

During his welcoming remarks, National President Hogrogian introduced and welcomed Justin Kreikemeier (Local 298) to his first SAMLU, then acknowledged newly elected Carmalita Mecaskey (Local 324) and re-elected Local Presidents including John (J.R.) Macon

(Local 329), and Dwayne Williams (Local 325). In addition, National President Hogrogian congratulated other recently elected and re-elected Local Union Officers who were in attendance.

National President Hogrogian then began a comprehensive presentation

of the activities of the National Union since the April 2024 SAMLU, starting with an update on USPS financial conditions and mail volumes by category for Quarter 3 of fiscal year (FY) 2024.

The USPS had a net loss of \$2.5 billion and a controllable loss of \$1.1 billion



HOUSTON, TX

for the quarter. The USPS reported that total mail volume was down 1.6% (437 million pieces) compared to the same quarter of the last fiscal year. First-class mail volume declined 3.4% (down 370 million pieces). For the quarter, marketing mail declined 0.3% (down 43 million pieces), and package/parcel volume increased 2.7% (down 46 million pieces).

National President Hogrogian next discussed the make-up of the USPS Board of Governors. Currently there are nine (9) Presidentially appointed

Postal Governors in addition to the PMG and Deputy Postmaster General (DPMG). The sitting Governors include Roman Martinez (chair), Ron Stroman, Anton Hajjar, Amber McReynolds (vice chair), Robert Duncan, Daniel Tangherlini and Derek Kan. President Biden has nominated former Secretary of Labor and card carrying LiUNA Member Marty Walsh for one of the vacant seats. The NPMHU fully supports his nomination. In addition, Val Demmings and Gordon Hartogensis have been nominated to the BOG.

William Zollars was re-nominated. The Board of Governors has expressed no interest in replacing the PMG. The Senate Committee on Homeland Security and Governmental Affairs will hold confirmation hearings.

National President Hogrogian reviewed the USPS Ten-Year Plan which sets forth a series of strategies by which USPS management hopes to improve service and ensure financial stability. The major points of the 10-year plan include: (1) postal reform; (2) a commitment to 6/7 day delivery;

(3) rate flexibility; (4) planning for package growth (new Ground Advantage); (5) service standard modifications that include new 4 & 5-day delivery standards; (6) increased utilization of ground transportation versus air transport; (7) consolidating and standardizing mail processing operations in select installations – Network Redesign; and (8) stabilizing the non-career workforce while retaining employee benefits. The Ten-Year Plan also includes the PMG's goal to reduce the Postal Service deficit by \$150 to \$160 billion over 10 years.

National President Hogrogian next addressed closings and consolidations noting that these proposed changes are fluid and ever changing and are driven by facility proximity, volume, standardization, and transportation opportunities.

The USPS is proposing consolidations in metropolitan areas that will result in the creation of Regional Processing and Distribution Centers (RPDCs) and Local Distribution Centers (LDCs). The Postal Service identified the first round of sites to be impacted including:

Sandston (Richmond) VA, Atlanta GA, Chicago (Forest Park) IL, North Houston TX, Charlotte NC, Charlotte NC, Greensboro NC, Indianapolis IN, Jacksonville FL, Portland OR, Boise ID, Portland OR, Boise ID, Phoenix AZ, Dallas TX, Royal Palm FL (on hold), Oklahoma City OK (on hold), Santa Clarita (on hold). Also mentioned but not on any recent reports are Nashville TN, San Antonio TX, and Los Angeles CA. The Postal Service has also noted that there are additional tentative sites. The PMG has said they will be



National President
Paul Hogrogian



National Secretary-Treasurer
Kevin Tabarus



Vice President Eastern Region
John Gibson



Vice President Central Region
June Harris



Vice President Northeastern Region
Dan St. Marie



Vice President Southern Region
John (J.R.) Macon



Vice President Western Region
Don Sneesby



Local 334 President
Sheldon Adams



Local 333 President
Monica Marshall



Local 332 President
Edvina Tesch



Local 331 President
David Wisneski



Local 330 President
Bob Griffith

“pumping the breaks” on these plans until after elections and peak season. We anticipate that there is likely to be extensive excessing (estimated 50% to 75% in LDCs).

Mail Processing Facility Reviews (MPFR) PO-408: There have been approximately 50 MPFRs. The NPMHU is monitoring these reviews to ensure that any excessing that occurs is kept to an absolute minimum.

Parcel Support Annexes (PSAs): The Postal Service has closed most PSAs and has informed us that there

are no long-term plans to have them remain open. Several PSAs have been reactivated or new PSAs opened for COVID-19 Test Kits; Cleveland, Industry, New Jersey, Sacramento PDC, St. Louis, Philadelphia, Westchester PDC, San Jose PDC, Trenton PDC, Palatine PDC, Grand Rapids.

The Go East/Go West Pilot will replace many Surface Transportation Centers (or STCs) located within: Atlanta, NJ NDC, West Valley/ Phoenix (New Building), Memphis, Denver, Salt Lake City/San Francisco NDC,

Charlotte, Indianapolis RPDC Test Site. Future proposed sites are in Omaha or Kansas City and Dallas.

Regional Transfer Hubs (RTHs) will act as a transfer point for other RPDCs. Dedicated facilities that have been identified include Denver CO (Subcontracted to March 2025), Dallas TX, Arizona, Indianapolis IN (peak). Shared facilities; Charlotte RPDC, New Jersey NDC, Philadelphia NDC, Atlanta RPDC, Indianapolis RPDC (post Peak), Memphis MPA, West Valley PDC, Salt Lake City PDC, San Francisco NDC,



Local 328 President
Todd Larson



Local 327 President
Steve Buksch



Local 325 President
Dwayne Williams



Local 324 President
Carmalita Mecaskey



Local 323 President **Jeff Larsen**



Local 321 President **Tony Wilson**



Local 312 President **Troy Davis**



Local 310 President **Lisa Greer**



Local 318 President
Nick Mosezar



Local 317 President
Charles Harris



Local 322 President
Kelly Dickey



Local 320 President
Bernie Gonzalez

Los Angeles NDC, Omaha, or Kansas City (potential).

National President Hogrogian addressed proposed modifications to Sorting and Delivery Centers (SDCs) and function 4 delivery and parcel sorting operations. Reports from the Postal Service are that there may be as many as 400-600 SDCs. The initial plans were for 80 SDCs to be activated by September 2024. Some SDCs are to be located within RPDCs or LPCs. We foresee more Mail Handler job opportunities at the SDCs.

National President Hogrogian assured the body that the NPMHU will continue to oppose unnecessary consolidations and will take steps to minimize the negative impact to mail handlers.

National President Hogrogian updated the attendees on the NPMHU's longstanding fight to challenge the Postal Service subcontracting of STC operations. The USPS reported their intention to return STC operations to existing postal facilities and staff those facilities with Mail Handlers. The following STCs have been in-sourced: Indianapolis, Memphis, Salt Lake City, Northern California, Atlanta, Washington DC (Cap Metro), Springfield MA, Kansas City, and Southern California. The STCs that are still outsourced are located in New Jersey (partial return), Seminole, Chicago, and Dallas.

In addition, National President Hogrogian also discussed the efforts to in-source work at the Terminal Handling Services (THS). These operations tender mail to and receive mail from the airlines and FedEx. There are approximately 60 total sites. While the work has been brought in house in many locations, 35 THS sites are still subcontracted.

National President Hogrogian addressed the Mail Handler craft complement and the Mail Handler Assistants (MHAs) path to career. He



Local 313 President
Maurice Torres



Local 314 President
Latonia Bryant



Local 311 President
Charles Charleston



Local 315 President
Bryan Easley



Local 309 President
Lisa Pruchnicki



Local 307 President
James Haggarty



Local 305 President
Felandria Jackson



Local 304 President
Gregory Hill



Local 303 President
Juan Torres



Local 302 President
Anthony Coleman



Local 299 President
Deanna (Keala) Parker



Local 298 President
Justin Kreikemeier



Local 297 President
Chris Bentley



General Counsel
Matt Clash-Drexler



Assistant to the National
Officers **Neil Ryan**



CAD Director Central
Region **Max Rehbein**



CAD Director Eastern Region
Andy Badilishamwalimu



CAD Director Southern
Region **Eileen Mills**



CAD Director Western
Region **Nick Lehto**



CAD Representative
Eugene Horton



Legislative and Political
Director **Katie Maddocks**



CAD Manager
Teresa Harmon



Director MHBP
Nina Gallaresi



CAD Director Northeastern
Region **Patrick Donovan**

reviewed a series of Memoranda of Understanding (the Residual Vacancy MOU) that created thousands of new positions and resulted in the conversion of MHAs to full-time career. There has been a total of 49,754 MHAs converted to career, with 47,298 of the MHAs being converted since the signing of the Residual Vacancy MOU. Also discussed was the positive impact that the new Auto-Convert language in the 2022 National Agreement will have on MHA conversions to career.

National President Hogrogian then highlighted the successes of the Election Task Force, noting that the USPS processed 135 million ballots in the 2020 election and 54.4 million ballots in the 2022 mid-term election. Postal Mail Handlers help preserve the integrity of the election process by helping to ensure that 97.9% of ballots were delivered within 3 days and 99.7% within 5 days in 2020. The 2022 figures were even more impressive with 98.96% being delivered within 3 days and 99.82% of all mailed ballots being delivered within 5 days.

National President Hogrogian concluded his report discussing the resolution the APWU passed at their recent national convention. The resolution calls for the establishment of a committee “to review the possibility of organizing the Mail Handlers Union under the APWU.” Rather than let the APWU raid our union, the NPMHU will continue to strive for even more success by gaining more Mail Handler positions with the dedicated and hard work of the Contract Administration Department and the Article 12 Task Force. Our International Union, the Laborer’s International Union of North America (LiUNA) has already pledged to support us with any attempts to ‘raid’ the NPMHU.

National Secretary-Treasurer Tabarus was the next speaker. He provided a comprehensive report on a host of topics that included the Mail Handler



Local 309 Steward **DJ Cornish**



Local 321 President **Tony Wilson**



Local 318 Recording Secretary
Ron Nordyke



Local 305 Recording Secretary
Marcus Anderson



Women's Committee Meeting



National President Hogrojian and National Secretary-Treasurer Kevin Tabarus handed out the 1st ever awards to Locals for highest Membership percentage.



Local 307 Steward
Derek Douglass

complement, regular and associate membership trends and per capita analysis; revenue projections and allocation among our Union's affiliated organizations; review of Cost-of-Living Allowance (COLA); and the NPMHU Revenue Sharing Program.

As part of the ongoing membership recruitment program, National Secretary-Treasurer Tabarus discussed membership trends and reviewed the "Join The Union, Join The Fight" recruitment tools available to Local Unions. The Form 1187 submission process was

discussed in detail, including how to submit Form 1187 to HRSSC, common errors on the Form 1187, and how to file grievances when HRSSC fails to process Form 1187 within the required timeframe in accordance with ELM 924.5 Implementation of Dues Withholdings.

National Secretary-Treasurer Tabarus reviewed the NPMHU financial report (pre-audit) based on financial statements for the 2nd quarter (April 1 through June 30, 2024), deficit control measures, and quarterly and annual expense and revenue analysis.

National Secretary-Treasurer Tabarus discussed the 2024 NPMHU Quadrennial Convention and the preparation for the 2028 National Convention in Detroit, MI.

National Secretary-Treasurer Tabarus also discussed the distribution plan for the 2024 NPMHU Constitution.

National Secretary-Treasurer Tabarus concluded his presentation with a review of the 2025-2026 NPMHU Arthur S. Vallone scholarship program, highlighted new NPMHU merchandise available for ordering on the NPMHU website, and reported on scheduled



Local 300 President
M. Yvette Johnson



Local 320 Vice President
Shawn Garey



Local 311 members (l-r) Sandra Wyatt,
Daniel Conklin, and Greta Chatman



National Negotiations Team



Local 321 Vice President & Branch
President **Samuel Koduah**



Director, National Accounts Aetna Schann
Holladay with his report to the SAMLU

NPMHU national meetings, conferences, seminars, and training programs.

The attendees then received a report on the NPMHU Women's Committee from Committee Chair and Vice President Central Region/Local 306 President June Harris. Sister Harris reported on various projects including lactation stations, participation on the LiUNA Women's Committee, and representation at the 2024 Women Build Nations Conference. Sister Harris announced the retirement of Local 318 Treasurer Joyce Weber and the

appointment of Local 309 President Lisa Pruchnicki and Local 333 President Monica Marshall to the NPMHU Women's Committee.

General Counsel Matthew Clash-Drexler reported on litigation and other pending legal matters involving the NPMHU National Union. There is currently no litigation pending against the National Office. The remedy hearing was discussed for the Subcontracting of the Kansas City STC. The arbitration on the Kansas City STC was the first of thirteen pending grievances. An update

was provided regarding the PostalEase Security Breach to where National Arbitrator Nolan ruled against the Unions. General Counsel Clash-Drexler also highlighted two recent Step 4 cases that were recently advanced to arbitration that focused on S&DCs. In addition, he discussed a pending RI-399 appeal requiring adherence to National Jurisdiction Determinations, which is scheduled for April of 2025.

Legislative and Political Director Katie Maddocks provided an update on Capitol Hill developments and the

2024 Elections. With the election the next day and having not only the presidential race, but all of the House of Representatives, and a third of the Senate, the outcome of these elections will have a monumental impact on the Mail Handlers legislative agenda going into the 119th Congress. It is important for the Mail Handlers Political Action Committee (PAC) to ensure our labor friendly elected officials remain in Congress.

On Day 2 attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) and forthcoming Open Season from Schann Holladay, Aetna Director of National Accounts, Aetna Account Manager and Executive Director Nina Gallaresi. Updates included a review of MHBP membership, health fair attendance, and marketing plans. MHBP educational materials continue to be available to Local Unions and prospective members via hard copy brochures and through informative videos and interactive chats on the MHBP website. Representatives from the MHBP presented an overview of the Postal Service Health Benefit Program which will provide health insurance benefits to USPS employees and annuitants beginning January 1, 2025.

Contract Administration Department Manager Teresa Harmon then provided a full report and entertained questions and comments from various attendees on the activities of the Contract Administration Department since the last SAMLU meeting. The remainder of Sister Harmon's presentation was based on the written report that was distributed electronically before the meeting (and is posted at the MAILS tab on the national website) and included the following topics:

- [Implementation of 2022 National Agreement](#)
- [Call for Bargaining Proposals](#)

- [MHA Peak Exception Period](#)
- [Regional Regular/Expedited Arbitration Panels, National Arbitrator Nolan, and Arbitrator Margaret Brogan to serve as arbitrator on our National RI-399 panel.](#)
- [Article 26; Uniform Allowance Carryover](#)
- [MOUs: Annual Leave Carryover & Annual Leave Exchange Option 2025](#)
- [Postal Policy on Accommodation of Pregnant & Nursing Workers](#)
- [Subcontracting Issues: SAC Vides, MTECs, Regional Transfer Hub \(RTH\) in Denver](#)
- [Flexible Spending Account \(FSA\) new vendor for USPS. USPS claiming no rollover of funds to new vendor. Updates to be provided when the USPS responds to the Union.](#)

CAD Representative Eugene Horton led discussions on the RI399 Update memorandum and provided a comprehensive report on the activities of the Article 12 Task Force. Updates were provided on MAPs, the Modified Arbitration Process. As well as updates on the RI-399 NDRC meetings, addressing; USPS attempts to create a roadblock on the use of Mail Handlers in S&DC's by forcing the LDRCs to create an inventory before staffed with our craft,

new sorting machinery — HOPS, SDUS, ADUS, MaRS, PILS, MEWS, MIMS.

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

On Day 3, the focus of the meeting was on the NPMHU's Bargaining Strategy for the 2025 National Agreement. Prior to addressing Bargaining issues, Political & Legislative Director Katie Maddocks provided an Election Update.

The Union's bargaining team then addressed NPMHU's bargaining priorities to increase wages, retain benefits, improve contractual provisions, etc. The attendees provided vigorous input and suggestions, and all were encouraged to submit their bargaining proposals, in writing prior to January 31, 2025 so that the proposals could be considered by the Field Negotiating Committee in February.

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



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The MHBP Standard Option is setting a higher standard for postal service employee health plans — at a lower cost.

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

STANDARD OPTION BENEFITS INCLUDE:

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- No cost for telehealth through Teladoc Health
- No cost MinuteClinic® at a CVS Pharmacy®*
- 40 alternative care visits per year for chiropractic care and acupuncture
- No cost for Lab Savings Program

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Competitive rates with comprehensive coverage and low copays for doctor visits and most services.

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Self plus One	73F	\$ 189.26
Family	73E	\$ 191.07

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This is a summary of the MHBP Standard Option plan. Before making the final decision, please read the 2025 official Plan Brochure (RI 71-023). All benefits are subject to the definitions, limitations and exclusions set forth in the 2025 official Plan Brochure.

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UNIFORM AND WORK CLOTHES ANNUAL ALLOWANCE CARRY OVER / CALL FOR BARGAINING

Teresa Harmon, Manager, CAD



UNIFORM AND WORK CLOTHES ANNUAL ALLOWANCE CARRY OVER

I have received many questions regarding the new language in the 2022 National Agreement regarding the Uniform and Work Clothes Annual Allowance Carry Over.

Effective on March 13, 2024, the following provision of Article 26, Section 26.3 of the 2022 National Agreement was implemented:

Unused portions of an eligible employee's annual allowance for uniform and work clothing will be carried over and available for use beginning twelve (12) months after the end of each anniversary year. An eligible employee's uniform and work clothing allowance balance may not exceed the sum of two (2) years of the employee's annual allowance entitlement. This uniform and work clothing program adjustment will be implemented no later than twelve (12) months from the ratification date of the 2022 Agreement.

Any unused portion of an eligible employee's annual allowance starting 3/13/2024 would be accumulated and would be reflected in the employee's uniform allowance accounts starting 03/13/2025 at the end of each of their anniversary year.

There has been a lot of confusion about when the actual carryover begins. While this provision was implemented on 03/13/2024, the unused portion of an eligible employee's annual allowance for uniform and work clothing for 2024 will not rollover until starting 03/13/2025 with that being dependent on the employee's anniversary dates. To explain this better an example of this would be an employee's clothing anniversary date for 2024 is on June 1st, if that employee does not use the entire amount of their clothing allowance for 2024, the remaining balance would carryover to their 2025 allowance which would become effective on June 1, 2025.

CALL FOR BARGAINING

With preparations underway for negotiations over the terms of the 2025 National Agreement between the NPMHU and the Postal Service, the National Office is issuing its official call for bargaining proposals from all members and Local Unions.

To be fully considered prior to the onset of negotiations, proposals must be submitted by January 31, 2025. Although formal bargaining is not scheduled to begin until June, the

Union's Field Negotiating Committee will be meeting for a full week in February 2025 to review all submitted proposals and outline the changes in the National Agreement that should be proposed by the NPMHU.

To be sure, planning for collective bargaining is a continuous process at the National Office, as the National Officers and representatives working in the Contract Administration Department routinely identify and collect proposals for improving the language currently found in the 2022 National Agreement. But an equally important aspect of preparing for bargaining is the collection and review of proposals generated by mail handlers across the country.

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

All proposals should set forth the Article, Section, Paragraph, and/or Page of the National Agreement that you are suggesting should be changed; the specific language you would like to see added to, or deleted from, the current National Agreement; and your specific reasons for suggesting the change. If you have supporting evidence or documentation that you believe would support the change that you propose, please submit those materials to the National Office along with your proposals. The National Office is asking that all proposals be submitted as soon as possible, but in no event later than January 31, 2025. The National Office also has issued a form that can be used to submit proposals which can be found at <https://www.npmhu.org/>.

Once again, proposals from any member (or group of members) and any Local Unions or other subordinate body should be submitted to the National Office by January 31, 2025, by faxing to 202-833-0008 or by sending to the following address:

National Postal Mail Handlers Union

ATTN: 2025 Negotiations
815 16th Street, NW, Suite 5100
Washington, DC 20006



PROVIDING URGENT MATERNAL PROTECTION FOR NURSING MOTHERS ACT (PUMP ACT)

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

As we prepare to begin a new year, the Women Committee is still battling old issues: the USPS' ongoing failure to accommodate pregnant and nursing mothers. The regulations and guidelines are clearly outlined, yet we have plants that are failing to adhere to them. The Postal Service's disregard of their obligations means that we are compelled to further inform our members of their rights.

On December 29, 2022, President Biden signed the Consolidated Appropriations Act, 2023, into law, which included the "**Providing Urgent Maternal Protection for Nursing Mothers Act**" which is also known as the PUMP Act. The "PUMP Act" allows nursing employees to receive break time to pump in a private place, other than a bathroom, during a reasonable break time. This right is available for up to one year after the child's birth. The Fair Labor Standards Act requires employers to provide nursing mothers **reasonable break time** when the employee has a need to pump breast milk. The frequency, duration, and timing of the needed breaks will vary depending on the individual mother. The USPS and employees must be flexible in case the pumping schedule has to be adjusted.

It's important to note, the PUMP Act **does not require that employees be compensated for break time needed to pump**, unless otherwise required by federal or state or municipal ordinance. If the employer provides paid break time, which the USPS does, and the nursing employee chooses to use that time to pump, the employee must be compensated in the same way that other employees are compensated for break. But once again, the employee must be given reasonable break time to pump.

The employer must ensure the employee's **privacy** while breast pumping. The nursing employee must be provided a

functional space that is shielded from view and free from intrusion by co-workers or the public. **This space cannot be a bathroom. The space must contain a place for the nursing employee to sit, and a flat surface, not the floor, on which to place the pump. Employees must be able to safely store milk while at work, such as an insulated food container, personal cooler, or refrigerator.** Electricity should also be available for a mother who is utilizing an electric pump. Access to a sink near the space provided to pump so that the employee can wash their hands and clean the pumping equipment.

If the Postal Service is not following these requirements, employees have avenues to report violations of the law. Employees who have experienced violations of the PUMP Act or the retaliation provisions of the FLSA may file a complaint with the U.S. Department of Labor Wage and Hour Division (WHD) by calling the toll-free number 1-866-487-9243 or by visiting www.dol.gov/whd.

An employee will then be directed to the nearest WHD office for assistance, and WHD will investigate. It is illegal for an employer to fire or discriminate against an employee for filing a complaint.

If your facility has failed to meet the mandated requirements, speak to your local Union representatives. It's important that the rights of our pregnant and nursing mothers are protected. If needed, fill out the PS Form 1767- Report of Hazard, Unsafe Condition or Practice". The room should be clean and have the necessity mandated by DOL. The room should not be a bathroom. The nursing mother and the pumped milk should be protected from exposure to bacteria in the pump room. If the USPS is failing to clean and disinfect the area, file a grievance and report the unsafe conditions. The right to a safe, clean, and private area to pump breast milk is a right for our nursing mothers and their children.

If your facility has failed to meet the mandated requirements, speak to your local Union representatives. It's important that the rights of our pregnant and nursing mothers are protected.

NPMHU PREPARES FOR A SECOND TRUMP ADMINISTRATION

Katie Maddocks, Legislative and Political Director



The phrase “gird your loins” is a Biblical idiom meaning to prepare oneself for difficult work during a stressful time. Mail Handlers, after the results of the 2024 election, we must prepare for stressful times and the difficult work needed for it.

Part of Donald Trump’s campaign platform was dedicated towards anti-union policies and reductions of benefits for postal and federal employees. Not only are we already seeing the fruition of these campaign platforms at the executive level, but also at the Congressional level.

Going into the 119th Congress, we’ll see a new Chairman of the Senate Homeland Security and Governmental Affairs Committee, Rand Paul of Kentucky. A staunch advocate of small government, in the last hearing before the committee on the service issues facing the United States Postal Service (USPS), then-Ranking Member Paul focused his line of questioning to Postmaster General Louis DeJoy on employee pay and benefits and how they can be considered as a means of reducing costs. We will also see a continued anti-union effort. The House and Senate introduced legislation banning official time — which allows postal employees to conduct union business while on USPS time. Though these bills won’t gain traction in the current 118th Congress, Mail Handlers should expect them to be reintroduced in 2025 and gain better traction.

Additionally, there’s the creation of the Department of Government Efficiency, to be led by venture capitalist Elon Musk and pharmaceutical company CEO Vivek Ramaswamy. While it cannot technically be called a federal government agency, the two have said they have plans to reduce the federal workforce by 75 percent. Though this probably won’t impact the quasi-federal agency USPS, it will impact agencies that many of our members rely on, including the Office of Personnel Management, the Department of Veterans Affairs, the Social Security Administration, the Internal Revenue Service and the Centers for Medicare and Medicaid Services, impacting many of our veteran Mail Handlers. Newly elected Senate Majority Leader John Thune (R-SD) has also stated being in favor of reducing the size of the federal government.

However, when we’ve seen attempted reductions in the size of the federal government in the past, often what is not taken

into account is the work demanded of these departments and agencies from the American public. This leads to unanswered calls from frustrated Americans regarding how to file taxes and how to apply for federal aid. We’ve also seen attrition of the federal workforce that results in contractors taking over jobs, but the federal government paying a greater rate to fill these gaps. In short, these cuts have led to greater government inefficiencies at greater costs.

The NPMHU is also keeping an eye out for potential presidential nominees. Currently, President Biden nominated Val Demmings, Bill Zollars, and Gordon Hartogensis to vacancies on the Postal Board of Governors, but time is running out to be confirmed by the Senate. If they are unable to make it though, that gives President-elect Trump ample opportunity to nominate Board members who could potentially promote changes to the network that would impact the workforce.

We have faced an anti-postal Trump Administration before. We have hard work ahead of us, but I know we will prevail.

For some good news: a decades old NPMHU legislative agenda is making headway in Congress. On Tuesday, November 12, the House passed H.R. 82, the Social Security Fairness Act, by a vote of 327–75. As Mail Handlers know, the Social Security Fairness Act would repeal the Government Pension Offset and the Windfall Elimination Provision, which have imposed harmful reductions in benefits to some postal retirees and their dependents — specifically those enrolled in the Civil Service Retirement System. This is a legislative issue the NPMHU has been working on for years. When it passed the House, bill sponsors Representatives Abigail Spanberger (D-VA-07) and Garret Graves (R-LA-06) stated, “A bipartisan majority of the U.S. House voted to provide a secure retirement to the hundreds of thousands of spouses, widows, and widowers who are denied their spouses’ Social Security benefits simply because they chose careers of service.” At the time of publication, the NPMHU and other unions are pushing for a vote in the Senate before the 119th Congress begins in January. If the Senate fails to move the bill, the process to sign H.R. 82 into law starts all over again. With the momentum in the House, now is the time to pass this long overdue bill.

2024 PAC

INCENTIVE AWARDS



2024 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Mug
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Tumblers
Ambassador	\$500	PAC Toiletry Bag
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. Follow the instructions printed on pages 24 and 25 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 six 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)
- \$1000 (Super Ambassador) _____ Other _____

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

VISA MASTERCARD Acct.# _____ CVV# _____

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.

PARTICIPATION IS THE POWER

JOHN GIBSON, EASTERN REGION VICE PRESIDENT,
LOCAL 308 PRESIDENT



Brothers and Sisters,
First and foremost, I thank those members who took the time to vote during the most recent elections for national office. I also wish to congratulate each of the candidates who put themselves out there, all with the goal of advancing the interests of this great Union and those it represents. For those who did vote, thank you. Believe me when I say that I understand as employees of the United States Postal Service and members of the Mail Handlers Union that we have quite a long list of priorities in our off-work lives that are well ahead of any Union election cycle concerns, whether it be a National or Local Union election. I know this, but I also know that the conditions facing mail handlers in the workplace each and every day is directly related to how our Union representatives, elected and appointed, perform their core functions of enhancing and protecting the rights of those they represent. It is inarguable, in my view, that what transpires in our work lives can have a great impact on our personal lives. We are all so much more powerful, and happier I would suggest, in a workplace where we engage and interact with our Union, even if it is just a little bit. For me, I have always found great strength in the knowledge that this Union and its representatives have always had my back.

We are a democratic organization Sisters and Brothers and selecting those who will lead this Union is an important form of engagement and fully worth the time it takes to fill out a ballot and drop it into the mailbox you pass just about every day. Participation is the power.

Engagement directly leads to empowerment and can easily be achieved by staying connected to your Union representatives on the workroom floor. Talk to them, ask them questions about the contract, hell, ask them for a copy of the contract. Become familiar with the rules of YOUR workplace. Tell them about any misconduct of management in YOUR workplace. Let them know when others perform mail handler duties. Always remember, you have the right to request to see a Union steward and speak with that representative privately. Take advantage of this and know this right to consult with the Union cannot be unreasonably delayed no matter how hard-headed management might be. Recognize and embrace the authority you enjoy through your Union. This is what initially drew me to this Union, the opportunity to stand up without fear of reprisal and raise my voice, first as a member, then as a representative.

The one thing we are all well aware of is the fact that the employer's representatives don't know the first thing about our hard fought contractual and legal rights in OUR workplace. Once we demonstrate we know what they choose not to know the true balance of authority shifts in the direction of those who actually move the mail. When we know more, we shift the balance. When we stand together, we wield the intended authority of our negotiated contractual rights. Sure, the most obstinate in management's ranks will continue on their path of contractual impropriety. They will most certainly do what they do. However, when we engage with this Union and stand together, I like our chances of success. Participation is the power.



As a reminder, you also have the right to Union representation if and when management wishes to interview you and disciplinary action might occur as a result of that interview. These are your Weingarten rights. Be aware that they must provide you with this representation only if you ask

As a reminder, you also have the right to Union representation if and when management wishes to interview you and disciplinary action might occur as a result of that interview. These are your Weingarten rights.

for it. So, before they ask you their first question, request a steward and don't answer any questions until a representative arrives.

For those who wish they could have something to say about what we ask for in the next round of national negotiations. Well wish no more. If you are a member of this Union, you can submit your suggestions to the National office as described

below. Every member-submitted suggestion will be reviewed by the Field Negotiating Committee as they meet for a full week early next year. As stated above, this Union will once again engage with Postal management in 2025 to negotiate the terms of our next contract. National President Hogrogian has made "the call" to all members to submit their suggestions to improve the terms of our National Agreement by no later than January 31, 2025. As explained by the National Union,

"To be fully considered prior to the onset of negotiations, proposals must be submitted by January 31, 2025. Although formal bargaining is not scheduled to begin until June, the Union's Field Negotiating Committee will be meeting for a full week in February 2025 to review all submitted proposals and outline the changes in the National Agreement that should be proposed by the NPMHU."

Be a part of the process and submit your proposals to the National office by January 31st, 2025. Suggestion forms are available at npmhu.org or simply request a form from your Local union representative. When you have completed the suggestion form it can be mailed or faxed to National Headquarters. You can do this on your own or request that your local Union rep do it for you. Sisters and Brothers, participation is the power.

Finally, attend your Union's meetings, whether it is a General Membership meeting or your Local Branch meeting, participate. Engage Brothers and Sisters, engage!

SICK LEAVE

MAKING THE MOST OF SICK LEAVE

BY DON SNEESBY, WESTERN REGION VICE PRESIDENT,
LOCAL 316 PRESIDENT



As federal employees, career Mail Handlers receive 104 hours of sick leave per year. Better yet, our sick leave rolls over year to year. This is a great benefit but, as we all know, USPS management hates it when we use our sick time. We don't always have a choice about how to use sick leave, but this article is about useful strategies for using your sick time and how to maximize its value when you do have some control.

Sick leave can be used for our own illness. In addition, thanks to the MOU on Sick Leave for Dependent Care, we can also use up to 80 hours per calendar year to care for a spouse, parent, or dependent child who has any illness we could take sick leave for. In addition, under our Bereavement Leave MOU, employees may use up to three days of sick (or annual or LWOP) leave for bereavement leave per year for the loss

of a child, parent, spouse, sibling, grandchild, or grandparent. Lastly sick leave remaining at the end of our careers will be counted as time worked and slightly boost our pensions.

We can't always control our health or when we must use our sick leave, but when we can it is advisable to save a decent amount of sick time for emergencies and for our later years when illness is more likely, and our aging bodies are suffering wear and tear. You never know when you will have an illness or off the job injury that will keep you out of work and having sick leave is great insurance to have to avoid loss of pay.

Even though the Postal Service gives us this sick leave benefit, they often resort to discipline when we use unscheduled sick leave which is defined as "any absence not requested and approved in advance" of the leave usage. When management considers

sick leave usage to be unacceptable, they will often discipline us. When this happens, ask to see your Union Steward and file a grievance on any discipline issued. We have a solid track record on fighting discipline and there is a very good chance we can get your discipline reduced in length or severity or possibly expunged. Just remember, we only have 14 days to file so make sure your steward knows about it right away.

Whenever possible, Mail Handlers should try to request scheduled leave and get it approved in advance by providing a note from your health care provider along with a USPS form 3971 to your supervisor. Examples of leave that might be scheduled in advance include a routine exams or non-emergency surgeries or procedures, as well as any associated recovery time as determined by your health care provider.



It is almost never a good idea to use annual leave instead of sick leave. In my experience, management will still use any unscheduled absence against you and annual leave is worth cash money when you retire, while sick leave is merely credited as time worked.

Another option for serious health conditions is to obtain coverage under the Family Medical Leave Act or FMLA. Once an absence is certified as FMLA approved for your health condition by your health care provider and approved by the USPS, leave taken for this qualifying condition cannot be used against you in the discipline process. FMLA may be approved for any number of acute conditions including accidents, injuries, strokes, cancer, or pregnancy. If you have a serious chronic condition and see your health care provider at least twice a year for that condition, less obvious ailments like asthma, depression, migraine

headaches, or gout may qualify under the FMLA as well. For chronic conditions, it is imperative for your health care provider to accurately estimate the frequency and duration of episodes of incapacity for your condition. This will ensure that you have the ability to be off of work when you need to be and keep management off your back. Recertification is generally not required until after you first try to use leave in the next calendar year. Note that if you exceed the frequency and duration estimated by your health care provider, you may be asked for updated certification.

For those lucky enough to reach retirement age in excellent health with a decent amount of sick leave, the amount of sick leave you retire with will be added to the years of service credited to your pension as if you had worked those hours. For easy math, 2080 hours of saved sick leave at retirement today

would result in approximately \$740 per year in additional retirement pay.

For those who are near retirement with health problems that need significant treatment and recovery, like a knee or hip replacement, you have options. You could retire then get the extra pension credit and receive treatment and recover on your own time, but that would be the least financially advantageous. You could also use your sick leave before your desired retirement date to get that surgery you've been putting off. While the financial implications of pursuing any option will differ for each individual employee, delaying your retirement date for the length of your treatment and recovery will allow you to get full paychecks while you have surgery and recovery time AND you still get the time worked credit.

Wishing you good health and a long and healthy retirement,



GOOD SLEEP FOR GOOD HEALTH

GET THE REST YOU NEED

Nina Gallaresi, Executive Director, MHBP

Sometimes, the pace of modern life barely gives you time to stop and rest. It can make getting a good night's sleep on a regular basis seem like a dream. But sleep is as important for good health as diet and exercise. Good sleep improves your brain performance, mood, and health.

Not getting enough quality sleep regularly raises the risk of many diseases and disorders. These range from heart disease and stroke to obesity and dementia.

There's more to good sleep than just the hours spent in bed, says Dr. Marishka Brown, a sleep expert at NIH. "Healthy sleep encompasses three major things," she explains. "One is how much sleep you get. Another is sleep quality—that you get uninterrupted and refreshing sleep. The last is a consistent sleep schedule."

People who work the night shift or irregular schedules may find getting quality sleep extra challenging. And times of great stress—like the pandemic—can disrupt our normal sleep routines. But there are many things you can do to improve your sleep.

SLEEP FOR REPAIR

Why do we need to sleep? People often think that sleep is just "down time," when a tired brain gets to rest, says Dr. Maiken Nedergaard, who studies sleep at the University of Rochester. "But that's wrong," she says. While you sleep, your brain is working. For example, sleep helps prepare your brain to learn, remember, and create.

Nedergaard and her colleagues discovered that the brain has a drainage system that removes toxins during sleep. "When we sleep, the brain totally changes function," she explains. "It becomes almost like a kidney, removing waste from the system."

Her team found in mice that the drainage system removes some of the proteins linked with Alzheimer's disease. These toxins were removed twice as fast from the brain during sleep. Everything from blood vessels to the immune system uses sleep as a time for repair, says Dr. Kenneth Wright, Jr., a sleep researcher at the University of Colorado. "There are certain repair processes that occur in the body mostly, or most effectively, during sleep," he explains. "If you don't get enough sleep, those processes are going to be disturbed."

SLEEP MYTHS AND TRUTHS

How much sleep you need changes with age. Experts recommend school-age children get at least nine hours a night and teens get between eight and 10. Most adults need at least seven hours or more of sleep each night.

There are many misunderstandings about sleep. One is that adults need less sleep as they get older. This isn't true. Older adults still need the same amount. But sleep quality can get worse as you age. Older adults are also more likely to take medications that interfere with sleep.

Another sleep myth is that you can "catch up" on your days off. Researchers are finding that this largely isn't the case. "If you have one bad night's sleep and take a nap, or sleep longer the next night, that can benefit you," says Wright. "But if you have a week's worth of getting too little sleep, the weekend isn't sufficient for you to catch up. That's not a healthy behavior."

In a recent study, Wright and his team looked at people with consistently deficient sleep. They compared them to sleep-deprived people who got to sleep in on the weekend. Both groups of people gained weight with lack of sleep. Their bodies' ability to control blood sugar levels also got worse. The weekend catch-up sleep didn't help.

On the flip side, more sleep isn't always better, says Brown. For adults, "if you're sleeping more than nine hours a night and you still don't feel refreshed, there may be some underlying medical issue," she explains.

SLEEP DISORDERS

Some people have conditions that prevent them from getting enough quality sleep, no matter how hard they try. These problems are called sleep disorders.

The most common sleep disorder is insomnia. "Insomnia is when you have repeated difficulty getting to sleep and/or staying asleep," says Brown. This happens despite having the time to sleep and a proper sleep environment. It can make you feel tired or unrested during the day. Insomnia can be short-term, where people struggle to sleep for a few weeks or months. "Quite a few more people have been experiencing this during the pandemic," Brown says. Long-term insomnia lasts for three months or longer.

Sleep apnea is another common sleep disorder. In sleep apnea, the upper airway becomes blocked during sleep. This reduces or stops airflow, which wakes people up during the night. The condition can be dangerous. If untreated, it may lead to other health problems.

If you regularly have problems sleeping, talk with your health care provider. They may have you keep a sleep diary to track your sleep for several weeks. They can also run tests, including sleep studies. These look for sleep disorders.

GETTING BETTER SLEEP

If you're having trouble sleeping, hearing how important it is may be frustrating. But simple things can improve your odds of a good night's sleep. Treatments are available for many common sleep disorders. Cognitive behavioral therapy can help many people with insomnia get better sleep. Medications can also help some people.

Many people with sleep apnea benefit from using a device called a CPAP machine. These machines keep the airway open so that you can breathe. Other treatments can include special mouthguards and lifestyle changes. For everyone, "as best you can, try to make sleep a priority," Brown says. "Sleep is not a throwaway thing—it's a biological necessity."

ADDITIONAL MHBP RESOURCES TO ASSIST YOU

MHBP has extensive resources to assist you in supporting healthy sleep!

Our Enhanced Maternity program provides trusted information and guidance about family planning, maternity support and postpartum care, including access to sleep coaches.

MHBP offers a Lifestyle and Condition Coaching Program, provides you or your covered dependents personalized support that helps you manage existing conditions, including how to improve your sleep. Our Health Coach will partner with you to transform your health goals into action. To get started with Health Coaching call toll-free at 866-533-1410.

MHBP covers, when medically necessary, polysomnography (sleep studies). If you have any questions or would like more information, please call MHBP at 800-410-7778.

SOURCES:

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



UPDATE ON POSTAL SERVICE HEALTH BENEFITS PROGRAM (PSHBP)

Beginning January 1, 2025, Postal Service Active Employees and Annuitants will receive their medical health benefits through the Postal Service Health Benefits Program (PSHBP), which is a separate subset of the Federal Employee Health Benefits Program (FEHB), although it will still be administered through Office of Personnel Management (OPM).

NEWEST INFORMATION

The newest updates about the PSHBP are available through [LiteBlue.usps.gov](https://www.liteblue.usps.gov) and [KeepingPosted.org](https://www.keepingposted.org)

WILL MHBP BE A HEALTH PLAN IN PSHBP?

Great news, MHBP is part of the Postal Service Health Benefits Program. MHBP offers the same three Plan Options in the Postal Service Health Benefits Program that we have now: Standard Option, Value Plan and Consumer Option. MHBP is your Union-sponsored health plan and Mail Handlers can count on MHBP to support their health!

HOW CAN I LEARN MORE ABOUT THE PSHBP?

Each Local Union has designated specific Union Members to be a key contact in relaying information and questions about the program. In addition, MHBP's website contains up to date information from the Postal Service on educational materials and resources for the program at www.mhbp.com/postal-service-health-benefits-program

For specific questions, get answers in writing by emailing retirementbenefits@usps.gov Finally, to ask questions by phone, the Postal Service has a PSHBP Navigator Line 833-712-PSHB (7742).

WHEN DO I NEED TO DO SOMETHING?

Open Season 2024 occurs November 11, 2024 – December 9, 2024, when all Postal Service Active Employees and Annuitants can select or change a medical insurance plan in PSHBP.



NPMHU National President Paul Hogrogian



MHBP Outstanding Performance Central Region, Local 307



MHBP Outstanding Performance Northeastern Region, Local 300



MHBP Outstanding Performance Southern Region, Local 310



MHBP Seminar attendees attend a breakout session

MHBP OPEN SEASON SEMINAR

October 11–12, 2024, Union Mail Handlers met in San Antonio, Texas to learn about NPMHU’s exceptional health insurance plan, MHBP, and how to educate potential members about the health plan during Open Season, November 11–December 9, 2024. The two-day educational seminar was co-hosted by NPMHU and Aetna, in anticipation of Open Season Health Fairs in November and December 2024. A key component to this year’s Seminar was learning about the Postal Service Health Benefits (PSHB) Program that will commence 1/1/2025, affecting all postal active employees, annuitants, dependents, survivor annuitants, and OWCP compensationers. MHBP will proudly participate in the new PSHB and continue to participate in Federal Employee Health Benefits (FEHB) program!

The Seminar began with opening remarks from National President Paul Hogrogian about MHBP, its value to those enrolled in it, and its value to each Local Union through Regular and Associate Membership in NPMHU.

Mail Handlers learned important information about the changes to MHBP for 2025 for each of its three program options, Standard Option, Value Plan, and Consumer Option. Changes for 2025 are minimal, reflecting MHBP’s focus on offering its same great plan options in both FEHB and PSHB. Likewise, premium increases are low and MHBP continues to offer great benefits at an outstanding price!

Attendees also learned about ongoing and future digital marketing campaigns for the plan, utilizing email, social media and search engines to advertise to postal and federal employees.

Informative breakout sessions covered many detailed topics regarding plan features and

benefits. Sessions focused on each of the three plan options, understanding that each plan offers in- and out- of network benefits, utilizes Aetna's nationwide provider network of almost 2 million providers, offers a 24 hour nurse line, and has amazing customer service available 24 hours a day, 7 days a week. A session detailed the Consumer Option, MHBP's high deductible health plan that utilizes a Health Savings Account (when applicable), so that members can keep their unused HSA amounts when they leave the plan. Another session covered MHBP's Dental and Vision supplemental benefits.

A dedicated breakout session detailed the PSHB and it focused on its requirements and offerings for active Postal employees, future retirees and current retirees.

General sessions concluded with a review of the Partial Reimbursement Program. The Partial Reimbursement Program allows participating Local Unions to offset some of the costs of sending Local Union representatives to Open Season Health Fairs to educate potential members about MHBP. An important aspect of the program for this year only is the ability to for Local Unions to send and receive reimbursement for up to 2 representatives for in-person USPS health fairs.

National Secretary-Treasurer Kevin Tabarus reinforced President Hogrogian's opening message of the value of MHBP and every Local Union's opportunity to add to their membership by educating potential enrollees of the benefits of the plan. NST Tabarus reminded attendees that Postal Service associate employees may utilize SF1187 to easily collect their Associate Members dues from their paycheck.

The Open Season Seminar concluded by recognizing Local Unions who made significant contributions to their MHBP enrollment numbers through participating in Open Season Health Fairs, participating in Non-open Season New Hire Orientations, enrollment of Full Time Regular Mail Handler conversions, and additional support of the plan. Nominations reflect the great work Local Unions are doing across the country, with particular appreciation for those winning Local Unions by region. Huge congratulations to the regional Local Union award winners and overall Local Union award winner! MHBP appreciates all your hard work and support.



MHBP Outstanding Performance Western Region, Local 302



MHBP Outstanding Performance, Local 316



MHBP, NPMHU and Aetna leaders and training personnel close out the 2024 MHBP Open Season Seminar.



MHBP Director Nina Gallaresi



Friendly competition at a breakout session



AETNA Executive Director, Federal Accounts Pamela Barrett



Director of National Accounts, AETNA — Schann Holliday



NPMHU National Secretary-Treasurer Kevin Tabarus

WAGE CHARTS EFFECTIVE NOVEMBER 16, 2024

Effective November 16, 2024 (PP 25-2024) — For career Mail Handlers, the basic annual salary for each grade and step of Table One and Table Two shall be

increased by an amount equal to 1.3% of the basic annual salary for the grade and step in effect on September 20, 2022. This is the third of three scheduled general

wage increases as outlined in the 2022 National Agreement. MHAs will receive a 2.3% general increase effective November 16, 2024 (PP25-2024).

MAIL HANDLER WAGE RATES — EFFECTIVE NOVEMBER 16, 2024 (PP 25-2024)
Table 1 — Applicable to Career Appointments Prior to February 15, 2013

RSC M

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY
88	AA	\$51,648	\$1,986	\$24.83	\$37.25	\$25.93	88	AA	\$53,436	\$2,055	\$25.69	\$38.54	\$26.83
88	A	\$56,715	\$2,181	\$27.27	\$40.91	\$28.47	88	A	\$58,513	\$2,251	\$28.13	\$42.20	\$29.37
88	B	\$63,094	\$2,427	\$30.33	\$45.50	\$31.67	88	B	\$65,326	\$2,513	\$31.41	\$47.12	\$32.79
44	C	\$66,110	\$2,543	\$31.78	\$47.67	\$33.19	44	C	\$68,423	\$2,632	\$32.90	\$49.35	\$34.35
44	D	\$70,546	\$2,713	\$33.92	\$50.88	\$35.41	44	D	\$71,417	\$2,747	\$34.34	\$51.51	\$35.85
44	E	\$70,903	\$2,727	\$34.09	\$51.14	\$35.59	44	E	\$71,805	\$2,762	\$34.52	\$51.78	\$36.05
44	F	\$71,266	\$2,741	\$34.26	\$51.39	\$35.78	44	F	\$72,198	\$2,777	\$34.71	\$52.07	\$36.24
44	G	\$71,621	\$2,755	\$34.43	\$51.65	\$35.95	44	G	\$72,576	\$2,791	\$34.89	\$52.34	\$36.43
44	H	\$71,983	\$2,769	\$34.61	\$51.92	\$36.14	44	H	\$72,965	\$2,806	\$35.08	\$52.62	\$36.63
44	I	\$72,343	\$2,782	\$34.78	\$52.17	\$36.32	44	I	\$73,357	\$2,821	\$35.27	\$52.91	\$36.83
34	J	\$72,709	\$2,797	\$34.96	\$52.44	\$36.50	34	J	\$73,742	\$2,836	\$35.45	\$53.18	\$37.02
34	K	\$73,063	\$2,810	\$35.13	\$52.70	\$36.68	34	K	\$74,128	\$2,851	\$35.64	\$53.46	\$37.21
26	L	\$73,425	\$2,824	\$35.30	\$52.95	\$36.86	26	L	\$74,512	\$2,866	\$35.82	\$53.73	\$37.41
26	M	\$73,785	\$2,838	\$35.47	\$53.21	\$37.04	26	M	\$74,904	\$2,881	\$36.01	\$54.02	\$37.60
24	N	\$74,145	\$2,852	\$35.65	\$53.48	\$37.22	24	N	\$75,295	\$2,896	\$36.20	\$54.30	\$37.80
24	O	\$74,503	\$2,866	\$35.82	\$53.73	\$37.40	24	O	\$75,672	\$2,910	\$36.38	\$54.57	\$37.99
	P	\$74,864	\$2,879	\$35.99	\$53.99	\$37.58		P	\$76,061	\$2,925	\$36.57	\$54.86	\$38.18

NOTE: This schedule reflects a 1.3 % general wage increase effective November 16, 2024 (PP 25-2024)

MAIL HANDLER WAGE RATES — EFFECTIVE NOVEMBER 16, 2024 (PP 25-2024)
Table 2 — Applicable to Career Appointments on or after February 15, 2013

RSC M7

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY
48	AA	\$45,299	\$1,742	\$21.78	\$32.67	\$22.74	48	AA	\$46,939	\$1,805	\$22.57	\$33.86	\$23.56
48	A	\$47,185	\$1,815	\$22.69	\$34.04	\$23.69	48	A	\$48,802	\$1,877	\$23.46	\$35.19	\$24.50
48	B	\$48,627	\$1,870	\$23.38	\$35.07	\$24.41	48	B	\$50,201	\$1,931	\$24.14	\$36.21	\$25.20
48	C	\$50,499	\$1,942	\$24.28	\$36.42	\$25.35	48	C	\$52,045	\$2,002	\$25.02	\$37.53	\$26.13
48	D	\$52,377	\$2,015	\$25.18	\$37.77	\$26.29	48	D	\$53,896	\$2,073	\$25.91	\$38.87	\$27.06
48	E	\$54,250	\$2,087	\$26.08	\$39.12	\$27.23	48	E	\$55,742	\$2,144	\$26.80	\$40.20	\$27.98
48	F	\$56,128	\$2,159	\$26.98	\$40.47	\$28.18	48	F	\$57,591	\$2,215	\$27.69	\$41.54	\$28.91
48	G	\$57,999	\$2,231	\$27.88	\$41.82	\$29.12	48	G	\$59,435	\$2,286	\$28.57	\$42.86	\$29.84
48	H	\$59,871	\$2,303	\$28.78	\$43.17	\$30.06	48	H	\$61,283	\$2,357	\$29.46	\$44.19	\$30.76
48	I	\$61,746	\$2,375	\$29.69	\$44.54	\$31.00	48	I	\$63,129	\$2,428	\$30.35	\$45.53	\$31.69
48	J	\$63,617	\$2,447	\$30.59	\$45.89	\$31.94	48	J	\$64,977	\$2,499	\$31.24	\$46.86	\$32.62
48	K	\$65,494	\$2,519	\$31.49	\$47.24	\$32.88	48	K	\$66,826	\$2,570	\$32.13	\$48.20	\$33.55
48	L	\$67,370	\$2,591	\$32.39	\$48.59	\$33.82	48	L	\$68,673	\$2,641	\$33.02	\$49.53	\$34.47
48	M	\$69,242	\$2,663	\$33.29	\$49.94	\$34.76	48	M	\$70,521	\$2,712	\$33.90	\$50.85	\$35.40
48	N	\$71,115	\$2,735	\$34.19	\$51.29	\$35.70	48	N	\$72,369	\$2,783	\$34.79	\$52.19	\$36.33
48	O	\$72,995	\$2,808	\$35.09	\$52.64	\$36.64	48	O	\$74,216	\$2,854	\$35.68	\$53.52	\$37.26
	P	\$74,864	\$2,879	\$35.99	\$53.99	\$37.58		P	\$76,061	\$2,925	\$36.57	\$54.86	\$38.18

NOTE: This schedule reflects a 1.3 % general wage increase effective November 16, 2024 (PP 25-2024)

Full-Time Flexible Mail Handler Wage Rates — Effective November 16, 2024 (PP 25-2024)

GRADE 4						GRADE 5					
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	HOURLY	OVERTIME	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	HOURLY	OVERTIME
48	FTF	\$43,439	\$1,671	\$20.88	\$31.32	48	FTF	\$45,107	\$1,735	\$21.69	\$32.54

NOTE: This schedule reflects a 1.3 % general wage increase effective November 16, 2024 (PP 25-2024)

NOTE: Full-Time Flexible Mail Handler (FTF) will move to Pay Table 2, Step AA after 48 weeks (unless converted to FTR prior to 48 weeks).

RSC M4

Mail Handler Assistant (MHA) Hourly Wage Rates — Effective November 16, 2024 (PP 25-2024)

MHA GRADE 4		MHA GRADE 5	
STEP A	STEP B	STEP A	STEP B
\$19.02	\$19.52	\$20.01	\$20.51

NOTE: MHA will advance to Step B after 26 weeks.

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MAIL HANDLERS

ACROSS THE COUNTRY



LOCAL 300

Local 300 has been busy over the past several months. From meeting with Elected officials to riding on an NPMHU Local 300 float in the heart of Manhattan for the New York Labor Day Parade. **(Photo A)** Meeting with Congressman Pat Ryan (D-NY-19). Pictured (l-r) Rep. Pat Ryan (D-NY-19), Local 300 Vice President Ray Bermudez, Local 300 Branch President (Westchester) Alberta Prieto and Local 300 President M. Yvette Johnson. **(Photo B)** Meeting with Congresswoman Mikie Sherrill (D-NJ-11). Pictured (l-r) Local 300 President M. Yvette Johnson, Rep. Mikie Sherrill (D-NJ-11). **(Photo C)** New York Labor Day Parade Float and greeting Senator Chuck Schumer (D-NY). Pictured (l-r) Local 300 Member Joe Costigan, Local 300 President M. Yvette Johnson, Local 300 Vice President Ray Bermudez, Local 300 SEBM Malik Sheppard and Senator Chuck Schumer (D-NY).



B



A



C

LOCAL 307

Local 307 has been very busy attending Labor Day Rallies and drumming up support for local and national politicians. **(Photo A)** Local 307 members attend a rally for President Joe Biden. Pictured (l-r) Local 307 Branch President NDC Keshia Williams, Local 307 Vice President Ursula Patterson and Local 307 Steward Derek Douglass **(Photo B)** Local 307 Steward Derek Douglass attended a labor fundraiser for Senator Elissa Slotkin (D-MI-8). **(Photo C)** Detroit Labor Day Rally. Pictured (l-r) Local 307 Member Vaughn Thompson and UAW President Shawn Fain.

LOCAL 301

On Labor Day Members of Local 301 joined Unite Here Local 26 Hotel Workers picket line against Park Plaza Hotel (l-r). Branch President and MA SEBM John Bessette, Steward Nick Bessette, Vice President Sean Sweeney, Branch President and Recording Secretary Phill Alvarado, and Steward Jason DeMonico.



LOCAL 321

(l-r) Local 321 SEBM for Colorado Louis Crew, Robert Koryto BP Denver NDC, Local 321 VP & BP Denver GMF Samuel Koduah, Colorado Springs BP Richard Lairsey, Local 321 Recording Secretary Curtis Grantham, Local 321 President Tony Wilson, Vice President Central Region June Harris, Local 321 Treasurer Jeff Morgan, National President Paul Hogrogian, and CAD Director Nick Lehto.



LOCAL 322

Local 322 President Kelly Dickey worked hard to get out the vote and attended a Harris/Walz Rally and Steeler tailgate at ATU Local 85



LOCAL 324

National Secretary-Treasurer Kevin Tabarus was on hand to formally swear in the newly elected Local 324 Officers. Pictured (l-r) National Secretary-Treasurer Kevin Tabarus, Local 324 Branch President (Oklahoma City) Betty Williams, Local 342 Treasurer Sharon Dickerson, Local 324 Recording-Secretary Deborah Adams, Local 324 Vice President Michael Washington, and Local 324 President Carmalita Mecaskey



LOCAL 329

Local 329 held their annual picnic. In attendance (l-r) Front Row: Local 329 Chief Steward (Little Rock) Ray Williams, National President Paul Hogrogian, Local 329 Arkansas SEBM Lyndon Cox, Former (retired) Local 329 President Bruce Phillips, Retired Vice President Southern Region

Lawrence Sapp. Back Row: Local 329 Treasurer Greg King, Local 329 Vice President Charles Hill, National Secretary-Treasurer Kevin Tabarus, and Local 329 Tennessee State Representative Clay Nelson III, and Local 329 Branch President (Little Rock) Kenny Swopes.



LOCAL 330

Local 330 held their annual picnic. In attendance were Vice President Western Region Don Sneesby, Local 330 President Bob Griffith, Local 330 Vice President John Regis, Local 330 Treasurer Karli Kararic, Local 330 Recording-Secretary Shaune Cox, Chief Steward Angela Streeeter and members of Local 330 and their families.

NPMHU WOMEN'S COMMITTEE

The NPMHU Women's Committee recently added a few new members; Local 309 President Lisa Pruchnicki and Local 333 President Monica Marshall. (l-r/ back row) Teresa Harmon — CAD Manager, Joyce Weber — Local 318 Treasurer, Edvina Tesch — Local 332 President, Yvette Johnson — Local 300 President, Lisa Greer — Local 310 President, Lisa Pruchnicki — Local 309 President, and Felandria Jackson — Local 305 President. (l-r/ front row) Conswela McLemore — Local 304 Vice President, Kelly Dickey — Local 322 President, Roxie Olds-Pride — Local 311 Treasurer, Monica Marshall — Local 333 President, and Committee Chairperson June Harris — Central VP/Local 306 President.



TRADESWOMEN BUILD AMERICA

NPMHU had a large contingency of members attending the Tradeswomen Build America conference in New Orleans. Pictured with the hard-working women of NPMHU is LiUNA General President Brent Booker.

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- 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 \$52 MHBP associate membership fee makes all MHBP plans available to you. Before making a final decision, please read the official 2024 Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the official 2024 Plan Brochure. For more information about MHBP plans, please refer to [MHBP.com](https://www.mhbp.com)

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