

THE MAIL HANDLER

WINTER 2025

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

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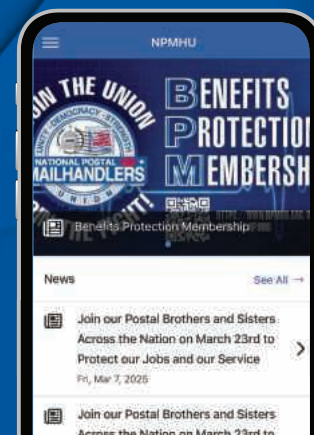
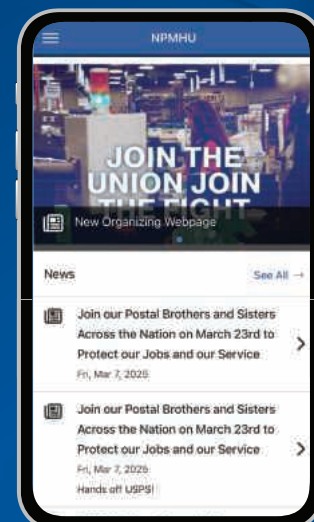
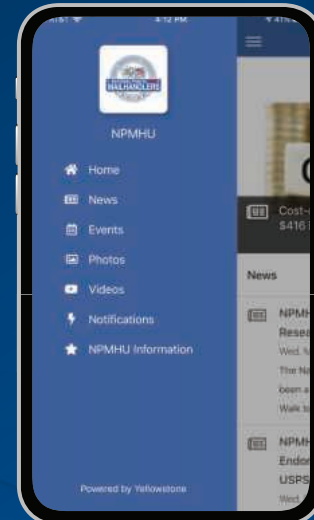
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- + Legislative and Political NPMHU Action Center
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- + Current Wage Charts





THE MAIL HANDLER

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THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

PRESIDENT'S REPORT

NATIONAL NEGOTIATIONS CONTINUE

Paul V. Hogrogian, National President



Dear Members:
The collective bargaining agreement between the NPMHU and the USPS expired on September 20, 2025.

The final days and hours of bargaining over the terms of the NPMHU-USPS 2025 National Agreement have come to a close, with the parties unable to reach a tentative agreement over all of the terms and conditions that need to be covered by the National Agreement as of contract expiration at midnight on September 20, 2025.

Discussions are continuing and the parties have agreed to extend their negotiations past the September deadline to give their bargaining representatives additional time to reach a comprehensive settlement agreement.

Though many topics have been discussed, there are still several items that remain outstanding. Due to these unresolved issues, the parties have agreed to extend their negotiations based on their shared hope that an overall agreement can still be reached without the interference of a third-party arbitrator.

The Field Negotiating Committee, the Bargaining Team and the National Executive Board established priorities in bargaining which included:

1. A fair and just general wage increase
2. A continuation of our current Cost of Living Adjustments (COLAs)
3. Keep the No Lay Off clause
4. Improve the wages, rights and benefits for our MHAs
5. Increased 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.

We have submitted proposals that address all of our bargaining priorities.

While progress has been made on many of these issues, 2 very important issues remain:

- Proportional COLA
- The Use of 204Bs

To paraphrase Winston Churchill: This is not the end, it is not even the beginning of the end, but rather the end of the beginning.

During main table discussions, the USPS introduced aggressive proposals to maximize its flexibility and to facilitate its subcontracting efforts going forward. The NPMHU will never accept any such proposal and will fight hard for more contractual protection against privatization.

If the parties fail to reach a tentative agreement, either by the parties being unable to agree or a failed ratification

vote by the membership, the process is by no means over. To paraphrase Winston Churchill: This is not the end, it is not even the beginning of the end, but rather the end of the beginning. The Postal Reform Act (PRA) has a dictated procedure that must be followed unless the parties agree to an alternate dispute procedure themselves.

The PRA procedure contains multiple steps. First, the Federal Mediation and Conciliation Service (FMCS) would establish a three-person fact-finding panel. The fact-finding panel would have 45 days in which to investigate the bargaining dispute and issue a report of its findings. If an agreement still cannot be reached by the parties after fact-finding, the PRA requires the establishment of an arbitration board within 90 days of the expiration of the current contract. This board normally

consists of three members—one selected by the Union, one member selected by the Postal Service and a third neutral arbitrator. The neutral member is selected either by the agreement of the other two members of the Board or by appointment of the Director of the FMCS. The board is required to make a decision within 45 days after its appointment. This arbitration decision is binding on both parties.

Mail Handlers deserve to be rewarded for their dedicated and essential service with well-earned pay raises. It is time for the Postal Service to stand up and justly compensate all Mail Handlers for the hard work and dedication that they have demonstrated throughout the implementation of the Delivering For America (DFA) plan. Talk is cheap, now is the time for action.

The NPMHU bargaining team is up to the task at hand and will continue to work tirelessly to achieve a fair contract for all Mail Handlers. The NPMHU will routinely and frequently keep the membership informed of the progress of these negotiations.

* * *

The Postal Service continues to aggressively roll out and implement its new, more comprehensive Network Redesign plan. The centerpiece of the Network Redesign project is the establishment of Regional Processing and Distribution Centers (RPDCs) in approximately 60 metropolitan areas throughout the country. These RPDCs would consolidate all originating letters, flats, and parcels and all destinating parcels from all mail processing facilities within a metropolitan area into one mega-processing center. Most of the processing plants from which originating mail was taken would continue to process destinating letters and flats and would be renamed Local Processing Centers (LPC).

The Postal Service has also begun to implement a program called the “Go East/Go West” initiative. The pilot program would create Regional Hubs to which originating sites would send jackpotted mail to the respective regional hubs. The Regional Hubs include the following sites:

DEDICATED FACILITIES:

- Denver
- Dallas
- Arizona
- St. Louis

SHARED FACILITIES:

- Charlotte RPDC
- New Jersey NDC
- Pennwood Place (Pittsburgh)
- Philadelphia
- Atlanta RPDC
- Indianapolis RPDC
- Memphis MPA
- West Valley PDC

- San Francisco NDC
- Los Angeles NDC
- Des Moines
- Kansas City
- Jacksonville PSA
- Chicago

The USPS has announced that the following RPDC sites have been completed or are in progress (all subject to change):

1. Sandston (Richmond), VA (completed)
2. Chicago, IL (completed)
3. Atlanta, GA (completed)
4. Charlotte, NC (completed)
5. North Houston, TX (completed)
6. Indianapolis, IN (completed)
7. Portland, OR (completed)
8. Jacksonville, FL (completed)
9. Boise, ID (completed)
10. Phoenix, AZ (RTH)
11. Memphis, TN
12. St. Louis, MO (RTH)
13. Birmingham, AL
14. Jersey City, NJ
15. Greensboro, NC
16. Kansas City (RTH)
17. Dallas, TX (RTH)

The NPMHU will vigorously work to ensure that dislocation and inconvenience to all Mail Handlers is kept to an absolute minimum in accordance with the provisions of Article 12 of the National Agreement. It is worth repeating that these plans are extremely fluid and subject to change. The National Office will provide updates on this project once we receive more information.

* * *

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.

Faternally,



Paul V. Hogrogian
National President

EVOLUTION OF THE NPMHU AND USPS

Kevin P. Tabarus, National Secretary-Treasurer



The National Postal Mail Handlers Union (NPMHU) and the United States Postal Service have been forever changing and always evolving. The USPS is celebrating 250 years of service and is older than the United States of America.

Prior to 1775, the United States of America was not formed. Nor was there a dedicated mail service in the colonies. The first Postmaster General was Benjamin Franklin. Yes, the same Benjamin Franklin that flew a kite in a lightning storm.

Without a mail service, there was a huge lack of communication across all the colonies. Early colonists were not pleased with the English monarchy. When the Postal Service was formed in 1775, this provided not only communication, but an infrastructure that was needed to join the colonies together. "Post Roads" were built, joining cities and regions together. Back then, all mail was sorted manually. Mail was transported by horses and wagons.

A year later, our country was born. The Postal Service was a vital part of keeping our young nation together, providing needed communication to all of the newly formed states.

US Mail was later transported by train. This was where the National Postal Mail Handlers Union was born. Mail Handlers were referred to as 'laborers.' Our NPMHU ancestors were the workers that loaded and unloaded the US Mail train cars. Back then, and also now, we have always been the backbone of the Postal Service. Doing the heavy dirty work that others didn't want to do.

US Mail transportation methods evolved again with the advent of airplanes. US Mail was flown faster to all parts of the country. Again, this helped the United States of America to communicate and to be connected.

Our Union evolved during these times too. The Union was founded in 1905. Many of the terms and conditions of employment we have now were not given to us; they had to be obtained through collective action — negotiations at the bargaining table, or even lobbying politicians on Capitol Hill.

In 1912, the Union was recognized by the Post Office Department as the "**National Association of Post Office and Railway Mail Laborers**," representing postal laborers. The Union achieved the right to organize and to adjust grievances, an 8-hour workday, compensation for injury, and holiday compensation.

In the 1920s, the Union improved compensation for injuries on duty. We achieved a higher rate for overtime and for night differential pay. Our job title was not Mail Handler, it was 'Unskilled Laborer.'

In the 1930s, the Union continued to evolve. A 5-day work week was established, and we also gained retirement, sick

With our title changing, the name of our Union changed to the "National Association of Post Office Railway Mail Handlers" on March 7, 1947.

leave, and holiday benefits. On November 11, 1937, the Union affiliated with the American Federation of Labor (AFL). Back then, our Union was named the **National Association of Post Office and Railway Mail Laborers**.

In 1944, our title evolved from Laborer to Mail Handler. With our title changing, the name of our Union changed to the "**National Association of Post Office Railway Mail Handlers**" on March 7, 1947.

The 1960s saw major changes for our Union. Our Union's name was changed again to the "**National Association of Post Office and Postal Transportation Service Mail Handlers, Watchmen and Messengers**." The Mail Handlers Benefits Plan (MHBP) was created in 1963. This formed a new revenue stream for associate membership dues. In 1969, we merged with the **Laborers International Union of North America, (LIUNA)**.

The 1970s was another big decade of evolution for us. There was a massive Postal Strike, which resulted in our first negotiated national agreement for the federal public sector, with specific wages as a negotiable item. Congress approved the

Postal Reorganization Act of 1970, signed into law on August 12, 1970. The Act transformed the Post Office Department into a government-owned corporation, called the United States Postal Service. Our Union was referred to as the **“National Post Office Mail Handlers, Watchmen, Messengers and Group Leaders Division of the Laborers’ International Union of North America.”**

In 1988, the name of our Union was officially changed to the **“National Postal Mail Handlers Union,”** as it remains today.

Our Union administration has also evolved. Every four years, delegates (elected by Union members) attend our National Convention. During the NPMHU national convention this is the only time the rules that govern this Union can be changed for our National and Local Union Constitutions. The Constitutions of the NPMHU are ‘living and breathing’ governing documents that are always improving and evolving.

Our National Agreements with the US Postal Service have evolved over recent decades. With each contract improving the wages, benefits, terms, and conditions of employment, the Mail Handler craft has improved significantly.

I have personally witnessed the evolution of the Union and the US Postal Service.

Prior to the 1950’s most of the Postal Service’s mail was processed manually. Stamps on packages and letters were cancelled manually. Only in the late 1950’s were mechanized cancellers introduced for stamped letters.

I started working for the Postal Service in 1987. Automated mechanized sortation of mail was basically in its infancy. I saw older technology used called “Letter Sorter Machines” aka LSMs. Letters of mail were manually keyed one-by-one, at a rate of only one per second. Newer sortation machines were starting to be deployed. Optical Character Reader (OCR) machines were brought in to replace the slower LSM machines. Barcode Sorters were also introduced. The sortation of parcels was primarily performed manually in 1987. Sacks of mail containing parcels, letters and/or flats were sorted with a machine called a Sack Sorter. The Postal Service appeared behind the technology curve. No computers, only a few fax machines, and no emails. Mail was not tracked as it is today. Back then, you mailed something and couldn’t see its progress through the mail network until delivery. The Postal Service was concerned with First Class Mail, not parcels. Today, the Postal Service is much more focused on parcels.

Finally, in the late 1980’s and early 1990’s Small Parcel Bundle Sorter machines (SPBS) were introduced to perform mechanical sortation of small parcels. There were many modifications and improvements to the mail processing machines mentioned prior. For example, a new parcel sorter was introduced to replace parcel sorting with the Automated Parcel Bundle Sorter (APBS). With each new modification or new type of mail processing equipment, efficiency and amount of mail sorted increased.

Now, the Postal Service has the potential for growth, especially with the processing of parcels. In contrast, UPS is experiencing less volume of packages and is currently closing some of their processing facilities.

US Postal Service processing centers like the RPDCs and delivery centers like the SDCs have changed with updated technology and new processing equipment. These new facilities house the most up-to-date and efficient mail processing equipment.

Our Union health plan has also evolved into one of the best offered to all Federal and Postal employees. The Mail Handlers Benefit Plan (MHBP) is open to all Federal and Postal employees and annuitants. Every enrollee must pay dues to the Mail Handlers Union. Mail Handlers must pay regular Mail Handler dues. All Federal employees and Postal employees that are not in the Mail Handler craft must pay Associate Dues. Federal and Postal employees have noticed how great MHBP is! In 2025, MHBP saw an increase of approximately 50,000 new enrollees

Presently, we represent over 50,000 Mail Handlers across the nation. Our Union is as strong as ever as we face the USPS Network Redesign with the Delivering For America plan. We are seeking to improve our membership with new Mail Handlers through our “Join The Union, Join The Fight” campaign.

The National Postal Mail Handlers Union will always be evolving, but will always have UNITY, DEMOCRACY and STRENGTH.

Fraternally,



Kevin P. Tabarus
National Secretary-Treasurer

Presently, we represent over 50,000 Mail Handlers across the nation.
Our Union is as strong as ever as we face the USPS Network Redesign with
the Delivering For America plan.

NATIONAL OFFICERS ACROSS THE COUNTRY



THE NATIONAL EXECUTIVE BOARD (NEB) OF THE NATIONAL POSTAL MAIL HANDLERS UNION TOURED THE NASHVILLE MUSIC CITY ANNEX (MCA).

Front Row (l-r) National President Paul Hogrogian, William Colgate, Local 329 Branch President Sean Baston, and Vice President Northeastern Region Daniel St. Marie. Back Row (l-r) Vice President Southern Region John (J.R.) Macon, Vice President Central Region June Harris, Vice President Western Region Don Sneesby, Dwan Irby, National Secretary-Treasurer Kevin Tabarus and Marc Carpenter.



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REASSIGNMENTS

Teresa Harmon, Manager, CAD



With the continued changes to the Postal Service's network, we can expect to see reversions, abolishments, and changing of hours and scheduled days off of the current bids. When these changes occur, it could result in mail handlers being excessed from their sections or even possibly from the installation. Since we have been getting many questions recently, especially regarding sectional excessing, this article addresses how these different changes are handled.

When management makes the determination that mail handlers must be reassigned within an installation due to an excess of employees within a section, the provisions of Article 12.6C4 of the National Agreement will apply in most cases. Article 12.6C4a provides that the identification of assignments that comprise a section are to be determined locally through local negotiations. Those local negotiations, which are covered in Article 30, are normally conducted shortly after each new National Agreement. The identification of what is considered a section is usually shown in Item P or Item S of the installation's Local Memorandum of Understanding. Article 12.4 allows that a section may be defined as: a pay location, by floor, tour, job within an area, type of work, by branches or stations, entire installation, incoming or outgoing. If no sections are established by local negotiation, the entire installation shall comprise the section. When the entire installation is the section, the provisions of Article 12.6C4 will not apply. In that instance, other provisions of Article 12 covering abolishment, reposting and bidding of assignments will apply.

Under Article 12.6C4b and 12.6C4d, management must first identify the full-time duty assignments that are to be abolished and the junior full-time mail handlers that will be reassigned. The employees who will be reassigned from the section will be the junior full-time employees in the section who are at the same salary level (either Level 4 or Level 5) of the assignments that will be abolished. These mail handlers may not be the actual employees holding the bid positions of the assignments that are being abolished. These junior employees who are excessed will become unassigned regulars, retain their seniority and salary level, and may bid on any existing vacancies for which they are eligible to bid. They

also will be assigned a fixed schedule until they either successfully bid or are placed in a residual vacancy.

These reassigned employees are also entitled to retreat rights back to the section upon the first residual vacancy in their salary level. Failure of the reassigned employee to accept the first residual vacancy will end their retreat rights. The right to retreat to a lower salary level in the section such as in the case of a Level 5 to a Level 4 vacancy is optional and does not end the retreat right entitlement.

It is important to note that under Article 17.3C, an employee serving as a steward or chief steward may not be involuntarily reassigned to another tour, station, or branch of the installation unless there is no job for which the employee is qualified. This language does not apply to alternate stewards.

The provisions in Article 12.6C4d3 apply to the employees who remain in the section. Management must implement an expedited selection process for the duty assignments that remain. This process allows the senior employee whose duty assignment was abolished to now be offered his/her choice of duty assignments in their same level that are remaining in the section, starting with the duty assignment that was held by the employee that was junior to him/her. That process continues in seniority order until all of the duty assignments are filled. Any employee who declines to make a selection will be assigned to the remaining duty assignments after the expedited selection process is over. The results of this expedited selection process become effective at the beginning of the next pay period.

It is important to remember that all newly created duty assignments, duty assignments where the scheduled hours are being changed more than four hours and duty assignments where the scheduled days off are being changed must be posted for bid for the entire installation. These assignments are not offered as part of the expedited selection process.

When it becomes necessary to excess from the facility, Article 12.5 applies. These provisions state that the following should occur: that dislocation and inconvenience to the regular workforce be kept to a minimum; that if a major relocation of employees is planned, the parties must meet at the national level at least 90 days in advance of implementation; that an Area/Regional meeting must also take place as

much as six months in advance if possible, where the Union will be advised of the anticipated impact by craft, and of the installations with available vacancies for the employees to be reassigned; that to minimize the impact on the regular workforce, casual mail handlers and MHAs will be separated to the extent possible prior to excessing Full Time Regular career Mail Handlers from the installation; and that the junior full time employee subject to excessing has the option of reverting to part time flexible status, if available in that installation, instead of being reassigned.

The provisions that cover the reduction of the number of employees in an installation other than through attrition are found in Article 12.6C5. Before excessing outside the installation, management must identify the number of excess junior employees in the craft. Those employees who meet the minimum qualifications for vacant assignments in other crafts in the installation will be involuntarily reassigned into those vacant positions which are in the same (equivalent) or lower level. Article 12.6C5a4 of the National Agreement allows that prior to resorting to reassignment outside of the installation, any senior employee who has been identified as excess and who meets the minimum qualification standards for the vacant assignment in other crafts may volunteer to remain in the installation in the other craft in lieu of the junior employees who are identified as excess. The excess employees who are placed in these other craft positions will be returned to the mail handler craft at the first opportunity.

When it becomes necessary to excess outside of the installation, mail handlers are excessed by inverse seniority by status (Full Time Regular, Full Time Flexible, Part Time Regular, Part Time Flexible) regardless of their level. Whether an employee is on limited or light duty would have no bearing on the employee being excessed. The only factor in determining who will be excessed is seniority.

The Regional Director for the NPMHU will be notified at least thirty days in advance of any excessing outside of an installation that does not involve employee relocation. The notice will include a list of potential vacancies for reassignment. The impacted employees will also receive the same notification. When relocation benefits are applicable, the Regional Director and the impacted employees will receive at least a sixty-day notification which will also include a list of potential vacancies.

Relocation benefits include moving, mileage, per diem and reimbursement for movement of household goods. Relocation benefits are not available unless you are involuntarily reassigned to a facility where your new commute

is fifty miles or more than your current commute. In depth information on relocation benefits can be found in Handbook F-15C, Relocation Policy.

Article 12.2G6 establishes the seniority for any mail handler who is involuntarily reassigned. A mail handler who is involuntarily moved from one installation to another will have their seniority established as the employee's time in the Mail Handler craft. This would mean that an employee would take their seniority with them and would be merged into the gaining facility seniority list. In some cases, a mail handler could actually gain seniority if they previously had time in mail handler craft in another facility and had lost that seniority by voluntarily transferring.

Employees who have been reassigned also have retreat rights. This means that the employees shall be entitled to be returned to the first vacancy in any level in the craft in the installation from which they were reassigned. Employees

are retreated by the seniority that was held in the losing installation. The right to retreat is honored until the employee withdraws or declines to accept an opportunity to return. Under provisions added in the 2011 National Agreement, these retreat rights are automatic, and a mail handler need not apply for them.

A senior mail handler in the same installation, who is not subject to being excessed, may also volunteer to be reassigned to the gaining facility in lieu of the senior full-time employee who was to be involuntarily excessed. This "senior in lieu of" employee would take the seniority of the senior full-time employee that he or she would be replacing. The senior employee who accepts the reassignment as a "senior in lieu of" does not have retreat rights back to the installation.

To also minimize the impact of excessing in an installation, the parties have agreed to a Memorandum of Understanding Re: Excessing Issues. This MOU allows all mail handlers in a facility that is experiencing excessing to have priority eReassign status. This means that the employee will be able to request a voluntary transfer to another facility, with placement on a preferred listing. The priority status begins the day that the Regional Director is given an impact notice and continues until the excessing from that installation is completed. An employee's work, attendance, and safety record are not considered when applying for transfer under the terms of this MOU. This is considered a voluntary transfer. An employee would start a new period of seniority, would receive no relocation allowances, and would have no retreat rights.

If you have any questions about any of these processes, please see your steward.

Employees who have been reassigned also have retreat rights.

MEETING THE MOMENT

JOHN GIBSON, EASTERN REGION VICE PRESIDENT,
LOCAL 308 PRESIDENT



As negotiations for our next collectively bargained agreement grind on, it is as good a time as any to consider the impact and the importance of the work being done in our nation's capital and across the country by those dedicated representatives tasked with creating a contract that demands improvement in wages, benefits and working conditions — work done on behalf of tens of thousands of mail handlers across the nation. The discussion, brainstorming, and the inevitable debate while composing enhancements in contractual language or the creation of new language to address the previously unforeseen needs of mail handlers is a titanic undertaking. This work is often followed by the redrafting of those sometimes fought-over proposals, fine tuning the rationale behind the point and purpose of the Union's ask. All of this occurring before submission to the other side, is a process fraught with a host of concerns and potential missteps. The submission meetings are more often than not met with great reticence, intense suspicion, catatonic indecision, and sadly sometimes outright rejection; followed by additional and potentially multiple rounds of writing and then the rewriting of counter proposals and the tedium continues. The behind-the-scenes research supporting the basis for the Union's "ask" is, without a doubt, generally thankless toil, with the entire process an almost endless slog. Simply stating "we deserve this right or that benefit," will not frequently carry the day. As we all know, the process of negotiation is bilateral, with both sides advancing the interests of those they represent. This is the nature of the beast, but there is no doubt in this mind that the slog for what's in the best interests of mail handlers is righteous and

embraced with zeal by each and every representative of this great Union engaged in this, frequently, marathon struggle. The battle over single words or phrases in a sentence can last days or weeks with committees and sub-committees from both sides dueling over the "real" meaning of the proposal. It is not a journey for those without patience and perseverance. All involved on this side of right understand the importance of this round of bargaining and are reminded that belonging to an organization that enjoys the legal right to not only negotiate a National collective bargaining agreement as well as installation by installation agreements between its members and the employer, but also the right to defend those bargained for terms of employment wherever and whenever management violates the negotiated rules. We know and you should too, that this is well and truly a fortunate set of circumstances. Anxiety ridden, yes. Possibly disappointing for some, also true. But without question the clearest path to advancing the interests of the members of the National Postal Mail Handlers Union. Each round of bargaining brings with it the opportunity to improve the lives of the working men and women of the Mail Handlers Union, and these opportunities cannot be wasted. I am certain we shall meet this moment and deliver for those we represent.

We should recognize that there are many in this country and elsewhere who do not enjoy the very basic right to have a say in the workplace. For example, within the last twelve months, many of our Brothers and Sisters in the Federal workforce have been stripped of this very basic human right by the current occupant of the White House. While there is legislation, HR 2550, that you can support as an advocate for



the Labor movement writ large and help restore these stolen rights to collectively bargain, unfortunately, much has already been lost to those in the federal sector. We never want to face such an arrangement and as we continue to battle for the equitable contract we have earned through previous sacrifice, we should all find solace in the fact that we can even enter the negotiating fray with management without interference.

While our national partners renew the negotiation for a new and improved contract, the primary focus of the Union at the Local level continues and is really not at all complicated. Protect those negotiated rights and challenge management every time they violate them. Punish the employer through the grievance arbitration process for those contractual transgressions and make those who have been harmed whole. Sure, those dim and disgruntled representatives among the employer's ranks who are absolutely determined to break the rules for no good reason other than to fill their empty little lives, most times over and over again, is beyond frustrating. We are all angered each and every time we are mistreated by the self-assessed high and mighty in management. The good news is that while we are regularly subjected to petty managerial nonsense, we do have the power, all of us, to seize the opportunity, to meet

While our national partners renew the negotiation for a new and improved contract, the primary focus of the Union at the Local level continues and is really not at all complicated.

the moment, to set the record straight and put them in their place. Now, I may be a lot of things, but I am not naïve, and I recognize that on too many occasions the management representatives of the United States Postal Service at the mail processing level are not held accountable for their, on some occasions, egregious crimes against the craft. But this fact should not discourage us from exercising our right to

challenge the violation of our legal and contractual rights. Across the country, Local Union representatives of the National Postal Mail Handlers Union embrace this core mission and push back on those who don't have the common decency to abide by the contract. But Brothers and Sisters there is much, much more at stake when

those in charge break the rules. When the employer violates the contract that they agreed to and breaks the promise of collective bargaining, they demean us as employees of the United States Postal Service and members of this great Union. They deny us the dignity and respect we have earned and we deserve. We urge you to never except these terms of employment. Push back and demand a Union Steward. This Union has always got your back, Brothers and Sisters.

NEW EQUIPMENT DEPLOYMENT AND CRAFT DETERMINATION

TOM RUTHER, NATIONAL CAD REPRESENTATIVE



The USPS over the last 5 years has begun to develop new equipment to process parcels. With the Delivery for America 10-year plan comes the need for new machinery, and with the new equipment comes the craft determinations on how to work them.

The purpose of this article is to clarify the work assignments for each machine, whether it's a Parcel Induction Linear Sorter (PILS), a Singular Induction Parcel Sorter (SIPS) or the mammoth Matrix Regional Sorter (MaRS). It is important that, as inventories are developed, the work is being assigned consistent with applicable national determinations, which in most instances have awarded the work to the Mail Handler craft. The assignment of work to the MH craft has been true even on equipment such as the Small Delivery Unit Sorter (SDUS), which are being used in the new S&DCs.

Let's start with the newest machine deployed throughout the network, the PILS. The PILS debuted in the Dulles PDC last year and is now being assembled in dozens of locations. The USPS announced that the PILS will be replacing the majority of the antiquated APBS machines. With the PILS, given that there is no need to face or key mail, no work falls within the jurisdiction of the Clerk craft.

This was confirmed by the recent National Determination Letter where the USPS assigned all work for the PILS — from loading the parcels, to grooming the mail onto the conveyor belts, to sweeping the machine — to the MH craft. While the APWU has filed a dispute through the RI-399 process, the work according to the tri-partite Update MOU remains with the MH craft until the dispute is resolved, and to be clear, the NPMHU expects to prevail in this case.

It is important that, as inventories are developed, the work is being assigned consistent with applicable national determinations, which in most instances have awarded the work to the Mail Handler craft. The assignment of work to the MH craft has been true even on equipment such as the Small Delivery Unit Sorter (SDUS), which are being used in the new S&DCs.

The SIPS began being deployed in 2021 to handle smaller parcels being sorted to other facilities. There are now over a hundred of these machines throughout the country. The National Determination Letter was a little more complicated and has led to some confusion when staffing. The USPS



declared that retrieving the mail from the “Swim Lanes”, which is simply the staging area, and singulating the parcels, which is the act of making sure the parcels are face up on the conveyor leading into the machine, belonged to the Clerk craft. The USPS awarded all other functions on the SIPS to the Mail Handler craft. The important part of this determination letter is that, because there is no repetitive motion, there was no need for ergonomic rotation as we have seen in other machines. That means that only Mail Handlers should be sweeping the SIPS. The APWU didn’t dispute this determination and has agreed to all the assignments within it. The NPMHU disputed the singulating portion as the need to face up the mail no longer exists since USPS has begun using scanners that can read the label no matter how it is placed on the belt. But again the work according to the Update MOU, remains as assigned in the Determination Letter while the dispute is processed.

Along with the SIPS being deployed in 2021 the USPS began deploying the SDUS, which is identical in look to the SIPS but sorts mail being sorted for the Carrier to take right to the street for delivery. The SDUS is found in Carrier stations and the new Sorting and Delivery Centers, S&DCs. The USPS National Determination Letter assigned the work on the SDUS similar to the SIPS except for the sweeping of containers. With the SDUS, the pulling of the containers from the machine belongs to the Clerk craft, but transporting those containers to the Carriers still belongs to the MH craft. We often hear from the Clerk Craft that mail processing work in S&DCs belongs to the Clerk craft. While the APWU might repeat this claim, their repetition does not make it true. The

USPS has assigned Mail Handlers to many work assignments within S&DCs, including the Spreading of Mail, working Presorts and now the allied duties associated with the SDUS. Over the last few years, the NPMHU has been working very hard to make sure we are assigned to the work in the S&DCs that rightfully belongs to our craft. While it hasn’t been easy, we are making gains in many of the new facilities. Our work will continue until all work that belongs to the Mail Handler craft is properly assigned to our craft.

The final new piece of equipment that has been deployed are the Matrix sorters, including the MaRs, the Matrix East West Sorter, MEWS, and the Multiple Induction Matrix Sorter, MIMS. These extremely large machines are being deployed into some regional Processing and Distribution Centers and Regional Transfer Hubs. They sort over 60,000 pieces of mail per hour and are staffed with hundreds of Mail Handlers. While we await the National Determination letters dealing with the Matrix Sorters, at this time, the Postal Service has assigned *all* work on this equipment to the Mail Handler craft. Our Local leaders have been working hard at their level to make sure the Craft inventories at each of these buildings assign all the work to our craft.

The USPS continues to develop new and inventive ways to process the growing number of parcels. The NPMHU will continue to work hard to make sure that the duties on the new equipment that the Postal Service has activated are performed by the Mail Handler craft. It is important that we all fight to make sure the work is being done properly. If you see another craft being assigned to our work, speak up, ask for a Steward and file a grievance.

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NPMHU

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NPMHU WOMEN'S COMMITTEE

ANXIETY AND STRESS

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



Have you noticed that an increased number of people that you interact with are dealing with anxiety? We're all prone to anxiety and worry, and simply telling ourselves that we shouldn't worry about a problem we're facing won't make it go away. It may even make things worse by keeping us from doing something about it. **Cambridge Dictionary defines anxiety as "an uncomfortable feeling of nervousness or worry about something that is happening or might happen in the future."**

As a Union representative, we are sometimes confronted by people who need to get things off of their chest. They may be experiencing issues at home and at work, which may lead to them needing to open up to their representative about uncomfortable subjects. We may have family and friends who also are having anxiety concerns. And although we are not trained or licensed therapists, being able to listen with empathy is important.

Each year, the American Psychiatric Association fields polls to gauge Americans' levels of anxiety on a variety of factors. The percentage of those polled, indicating they were very or somewhat anxious about the following issues, are in the table below.

ISSUES AMERICANS ARE VERY OR SOMEWHAT ANXIOUS ABOUT	PERCENTAGE
Current events happening around the world	67%
Keeping myself or my family safe	62%
Paying my bills or expenses	61%
Keeping myself or my family safe	62%
Paying my bills or expenses	61%
My health	59%
Identity theft	57%
The impact of climate change on the planet	53%
The impact of emerging technology in everyday life	44%
The opioid epidemic	42%
Job security	40%

"There are many factors within and beyond our control that can cause significant stress," said APA CEO and Medical Director Marketa M. Wills, M.D., M.B.A. "It's important to understand that there are normal levels of anxiety around



these factors as part of being human. But if stress and anxiety are impeding your day-to-day life and making you feel unwell, please reach out for help. **Your mental health matters.**"

Anxiety can also spill over into the workplace. Among employed adults polled by the APA, 40% were very or somewhat worried about job security. About 8% had recently lost a job and 26% knew someone that had recently lost a job. Two-thirds of employees were somewhat or very concerned about their financial well-being. This is reasonable due to the current climate of our country. Workers, especially Federal employees, are being fired and laid off at a high level. Their financial security and ability to care for their families have affected their mental state. Anxiety is affecting their health and mental state.

Anxiety also affects our youth. Anxiety problems, behavior disorders, and depression are the most commonly diagnosed mental disorders in children. Based on US data from 2022–2023: 11% of children ages 3–17 had current, diagnosed anxiety (9% of males and 12% of females). Don't disregard this. The number has increased to 13% in 2025. Our children need help to deal with anxiety. We want to give them positive solutions, instead of alcohol, drugs, and behavioral problems. We have to be willing to seek help, including therapy and counseling.

Let's be kind to one another. Show love and care. We all need it, whether we admit it or not. As Stevie Wonder sings, "Love's In Need of Love Today." It's as true now as it was then.

LEAVE, PER YOUR REQUEST

EUGENE HORTON, NATIONAL CAD REPRESENTATIVE



Over the years the Postal Service has expanded the ways in which Mail Handlers can request leave. Much of the expansion includes but is not limited to automated leave requests via eLRA, IVR, and computer-generated PS Form 3971 — Request for or Notification of Absence (leave slip). These advances have outpaced the governing handbooks, manuals, and most local memoranda of understanding (LMOU). Though these expansions complement the existing local leave policies and practices, the LMOU is still binding on the local parties.

This article is compressed, but it will briefly explain some methods for submitting leave requests, the possible pitfalls of the automated processes, and the finer details of the leave slip. In truth, having multiple methods and options for submitting leave requests is convenient because the leave requested isn't automatically disapproved for **"Needs of the Service."** Mail Handlers need to be cautious when submitting leave requests by any method, because ultimately the leave must be approved.

ELM 511.23 makes clear, "employees are responsible for making request for leave by completing PS Form 3971 and to obtain approval before taking leave — except in cases of emergencies." When the employee exercises an alternative method to request leave, upon returning to work he/she is responsible for completing a leave slip, enter the confirmation number in the "Remarks" block, and submit the leave slip to his immediate supervisor. The employee should also request a copy of the leave slip when the supervisor signs and dates the "Notified" block of the leave slip for his/her records.

When an employee fails to submit a leave slip for leave requested and taken via the automated methods, management will generally print a computer-generated PS Form 3971 for the employee, with the leave type, hours, and comment sections, already filled in. Employees must exercise caution when presented with these management-generated leave slips. Prior to signing a computer-generated leave slip, closely examine the entries to ensure they are exactly what you requested. If not, in the "remarks" write, **"the entries on**

this form are inaccurate and not reflective of the leave I requested" then sign and date the form. Do not simply initial the Avoid the Refuse to Sign (RTS) on the leave slips, as doing so simply indicates that the employee, when presented with this receipt, refused to sign but does not indicate that the employee disagrees with the facts listed.

If management disapproves your request for leave that you've taken, the reason must be noted in the appropriate section, and what alternative leave type was offered for the time taken in lieu of the denied leave (generating a 2nd leave slip).

Most important on the front of the PS Form 3971, is the Official Action on Application (Return copy of signed request to employee) block. The "Continued on Reverse" is rarely, if ever, checked by management. The two (2) pages/sides of the 3971 was created to do four (4) things:

1. to cover every type of "leave request" within the USPS
2. to document whether the supervisor required the employee to provide the reason he/she **was** incapacitated and/or **was/will** be unavailable for duty during this absence
3. to document whether the supervisor required the employee's FMLA eligibility
4. to document *whether the Postal Service determined additional documentation to substantiate an absence was required.*

The second page is dedicated to eliminating common confusion between the parties:

EXAMPLE GIVEN:

Supervisor — *"I told the employee to bring in documentation to substantiate his absences."*

Union — *"Where is it documented?"*

Always retain copies of all 3971s as well as your leave balances. Should you have a dispute regarding your leave request, or if management attempts to discipline you for attendance-related issues, request to see your Shop Steward.

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NPMHU-CR-11-19-25

POSTAL BOARD OF GOVERNORS WARNS OF FINANCIAL SHORTCOMINGS

Katie Maddocks, Legislative and Political Director



The United States Postal Service Board of Governors met for the final time in November of 2025 to discuss quarterly finances, volume, and performance. While fiscal year 2025 saw an increase in total revenue, it was not enough to overcome expenses. The Postal Service faces a loss of \$2.7 billion, \$900 million more than fiscal year 2024. Included in these expenses is \$62.6 billion in compensation and benefits — \$2 million more than FY24. Adding to the problem of revenue not meeting expenses, mail volume was down by five percent when comparing September 2024 to September 2025. Delivery also faced delays with one less day allocated — with an average of 2.5 days for first class delivery. In June 2025, the House Oversight and Government Reform Subcommittee on Government Operations heard how the Postal Service will improve moving forward, and the topic of “private-public partnerships” kept coming up, which is another phrase for subcontracting of processing jobs. Labor costs came up earlier in 2024, in which now-Chairman of the Senate Homeland Security and Governmental Affairs Committee Rand Paul (R-KY) expressed concerns over the growing cost of labor. With the deficits seen in the financial report, we remain concerned about efforts to privatize or subcontract out Mail Handler jobs.

Financial losses on top of declining volume could give reason to call for subcontracting processing jobs. During the June Subcommittee hearing, witnesses representing the packaging and mailing industries, as well as think tanks focused on reducing government spending promoted ideas of subcontracting jobs at the middle mile — transportation, sortation, and distribution. Witnesses testified this would lower costs and promote efficiencies. However, what witnesses failed to point out is that when Mail Handler jobs are subcontracted, they are often for lower pay, less benefits, and provide no union protections. The work is also performed by individuals who lack the experience and

dedication to the work of the Postal Service. Put simply, while expenses and revenues is a consideration, privatizing and subcontracting mail processing is not in the best interests of the Postal Service or the American public. The National Postal Mail Handlers Union will continue to ensure that Congress understands the harm that subcontracting of mail processing will bring.

Roman Martinez had his final Board of Governors meeting in November. His term ended in 2024, and was in his hold

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over year that expired on December 8, 2025. His absence will put the Board of Governors just at the limit to meet a quorum. Currently, there is one nominee to the Board, Anthony Lomangino; however, his nomination hearing was cancelled and has not yet been rescheduled. Mr. Lomangino comes from the private sector, leading Florida-based sanitation company Southern Waste Systems. During the 2024 election, Southern Waste Management donated over \$8.9 million to the Right for America PAC, a super PAC Mr. Lomangino founded to support President Trump's re-election. The NPMHU will let its members know when Mr. Lomangino's nomination hearing finally takes place in front of the Senate Homeland Security and Governmental Affairs Committee.

With a focus on issues of delivery and the financial concerns of the Postal Service, a bipartisan group of Representatives began the Postal Service Caucus. Led by Reps. Nikki Budzinski (D-IL-13), Jack Bergman (R-MI-01), Steve Lynch (D-MA-08), and

Andrew Garbarino (R-NY-02). This caucus will focus on the need to improve on-time delivery, to protect Mail Handlers and all postal employees, and to stop threats of privatization. Commenting on the Caucus, Rep. Bergman stated, “In Kingsford, Michigan, our community came together to protect the Processing and Distribution Center, preserving essential services for Veterans, families, and small businesses. As co-chair of the Postal Service Caucus, I will bring that same determination to the national stage, working to modernize the Postal Service while protecting rural facilities and delivery standards. This effort is about more than mail — it’s about keeping communities connected and ensuring rural America is not left behind.”

PRO-LABOR LEGISLATION GAINS GROUND IN THE HOUSE

In March 2025, President Trump signed an executive order (EO) nullifying the collective bargaining agreements of over one million federal employees in various federal departments and agencies under the guise of protecting national security. This was the largest union busting action the country has seen. In response, Representatives Jared Golden (D-ME-02) and Brian Fitzpatrick (R-PA-01) introduced the Protect America’s Workforce Act (H.R. 2550), which would override the EO. The bill has 226 cosponsors, and on November 17, 2025, Representatives Nick LaLota (R-NY-01) and Mike Lawler (R-NY-17) were the final signatories on a discharge petition, which spurs a final vote on the bill on the House floor. A vote is anticipated before the end of the year, and given the support from cosponsors, the bill is expected to pass. The NPMHU organized a grassroots campaign for Mail Handlers to send letters to their members in the House of Representatives, urging them to vote yes on H.R. 2550 when it comes for a vote. While this Executive Order did not affect the collective bargaining rights of the NPMHU, we understand the value of

collective bargaining rights. We will stand in solidarity with our union brothers and sisters.

The NPMHU has seen a growing number of anti-union bills in both the House and the Senate. There is legislation that would eliminate dues deductions from federal paychecks, require greater regulations on official time, and invalidate collective bargaining agreements for certain federal unions at the onset of a new federal administration. While we have worked to defeat some of the drastic anti-union language, like in the initial drafts of the spending bill, H.R. 1, our fight continues. As the Union continues to see harmful bills that target not only Mail Handlers, but all working Americans, we will work to protect our members and workers, and will promote a growing middle-class America.

LONGEST FEDERAL GOVERNMENT SHUTDOWN COMES TO AN END

For forty-three days, the federal government was shutdown due to an impasse of spending agreements between members of Congress, between the House and the Senate and Democrats and Republicans. During this time, our federal government union brothers and sisters were either furloughed or working without pay. Adding insult to injury, the Office of Management and Budget called for reductions in force within federal agencies and departments, putting dedicated civil servants out of work.

While the Postal Service, Mail Handlers, and the entirety of the postal workforce were not directly impacted by the shutdown, it did impact how the Union worked with Congress during this time. The House remained out of session, and the Senate was focused almost exclusively on negotiating spending levels. It was not until November 10, that the Senate was able to pass an amended funding plan that the House could agree on. However, this spending bill that was signed into law sets up another shutdown showdown in January 2026.



2025 PAC

INCENTIVE AWARDS



2025 PAC INCENTIVE AWARDS

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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 23 and 24 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are 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.

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6. Then choose option **#1** (to select allotments)
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12. When prompted, press **#1** for “checking”
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14. Press **#1** if correct
15. When prompted, press **#1** to process
16. You will be provided a confirmation number as well as the start date for the salary allotment.
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18. Press **#1** to repeat, or press **#9** to end call

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

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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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KEEP YOUR LUNGS HEALTHY

Nina Gallauresi, Executive Director, MHBP

DEFEND AGAINST CHRONIC LUNG DISEASES

With each breath in, your lungs take in life-giving oxygen. The oxygen then travels through your blood to every cell in your body. With each breath out, your lungs release carbon dioxide, the waste produced when your cells burn energy. If something goes wrong with your breathing, it can impact your whole body and your daily life.

Many different symptoms can signal a lung problem. You may have coughing, wheezing, or shortness of breath. Your chest can feel tight, like someone is squeezing or sitting on it. You may find it hard to take a deep breath. You might become short of breath easily or feel tired all the time.

Sometimes these symptoms are temporary. They can be caused by things like stress, allergies, or infections. But if you have lung symptoms that last for more than a few weeks, it's important to talk to your doctor. These symptoms could indicate a chronic lung disease.

Your risk for chronic lung diseases may be higher if you inherit certain genes from your parents. But many people who develop a chronic lung disease have no genetic risk factors. Exposure to certain environmental factors, like cigarette smoke, dust, and pollution, can also increase your risk.

The good news is that you can take steps to help prevent many chronic lung diseases. If they do develop, catching them and starting treatment early can improve your quality of life. Researchers are also testing better ways to identify and treat these conditions.

BLOCKED AIR FLOW

The most common types of chronic lung problems are called obstructive lung diseases. Asthma and chronic obstructive pulmonary disease (COPD) are the most common of these.

In obstructive lung diseases, "air flow is the problem," explains Dr. Andrew Lipton, medical director of the lung function lab at NIH. "It's hard for air to come into or go out of the lungs."

In asthma, swelling in the lungs makes the airways narrower than normal. They also become very sensitive to things like dust and pollen. Asthma most often develops in childhood.

Asthma can impact your day-to-day life. An asthma attack can make it hard to breathe for hours or days. An attack can even lead to a trip to the hospital and can sometimes be fatal.

But "if you take your medications [as prescribed]," says Dr. Kathryn Blake, an asthma researcher at Nemours Children's Health, "most people can be virtually symptom-free."

Managing symptoms can help kids and adults do the things they love, like sports, she adds. But many teens and young adults with asthma don't use their medications correctly. Confusion about when to take medications can play a role, Blake says. Or teens may forget when they are busy. Other factors like peer pressure can add difficulty.

"Teenagers don't want to be seen as being different," she says. "They don't want to stand out. They would rather limit their activities than take out and use their inhaler."

Blake and her team are testing whether regular video chats with a pharmacist can help teens take their asthma medications more regularly.

"It's kind of like having a tutor," she says. "It's just someone there to help you along and figure out what issues are impeding your care."

Some kids will grow out of asthma, Blake says. But many don't. If you don't treat your asthma, the symptoms are likely to get worse over time.

In COPD, the tubes that carry air in and out of the lungs become partly blocked. Smoking is the main risk factor for the disease. But about 1 out of every 4 people who develop COPD has never smoked.

COPD gets worse with time. But treatments can slow its progression and make you feel better. Medications can help some people breathe more easily. Others may benefit from oxygen therapy or rehabilitation programs. NIH-funded researchers are studying whether treating COPD earlier can help people live longer. They're also working on new drugs that may stop COPD from getting worse.

RESTRICTED BREATHING

Another group of lung diseases are called interstitial lung diseases. In these diseases, lung tissue may become inflamed or stiff, or scarred by damage. This prevents your lungs from

fully expanding when you breathe. “These things all reduce the volume of the lungs,” explains Lipton.

Treating interstitial lung diseases can be tricky, because the cause can’t always be found, explains Dr. Kevin Flaherty, a pulmonary disease expert at the University of Michigan. “But if we can find the cause, then we can target it,” he says. For example, treating another disease that is causing scarring in the lungs may help.

Unfortunately, the cause of a common interstitial lung disease, called idiopathic pulmonary fibrosis or IPF, isn’t known. People over age 50, men, and those who smoke are more likely to get it. Some people live for years with the disease. But for others, the condition quickly worsens. Drugs are available that can slow lung scarring over time. But researchers are searching for better treatments.

More than a decade ago, an NIH-funded study found that suppressing the immune system didn’t help people with IPF. The study also tested an antioxidant used to treat certain lung diseases. But it also did not appear to have any benefit.

Recently, researchers looked at biological samples from the patients in that study. They found genetic differences between the patients that may have affected whether the treatment worked. Patients with a certain genetic change seem to have benefited from the treatment. Those without that genetic change showed no benefit or harmful effects from the treatment.

NIH is now funding a clinical trial to see if patients with certain genetic factors can benefit from the antioxidant treatment. If it works, this would be the first personalized treatment for IPF, Flaherty explains.

For now, there are many things you can do to lower your risk of developing a chronic lung disease.

If you have lung symptoms, talk to your doctor. Many tests for chronic lung diseases are simple. Some can even be done at your regular doctor’s office. Treating these diseases early can help you stay healthier for longer.

PROTECT YOUR LUNG HEALTH

QUIT SMOKING, OR DON’T START.

Get free help at smokefree.gov, 1-800-QUIT-NOW (1-800-784-8669), or text QUIT to 47848.

AVOID SECONDHAND TOBACCO SMOKE.

Stay away from places where smoking is allowed. Ask any friends and family members who smoke to do it outside.

BE PHYSICALLY ACTIVE.

Physical activity can help strengthen your heart and lungs so they work better. Talk to your doctor about what level of physical activity is right for you.

LIMIT EXPOSURE TO AIR POLLUTION.

Check the Air Quality Index before outdoor activities. Make sure your home is aired out and cleaned regularly.

STAY UP TO DATE ON VACCINES

Stay up to date on vaccines against diseases that harm the lungs. These can include flu, COVID-19, and pneumonia.

USE PROTECTIVE GEAR

Use protective gear if your work exposes you to dust, silica, allergens, chemical fumes, or other pollution sources.

MAKE GOOD SLEEP A PRIORITY.

Poor sleep can cause lung disease symptoms to worsen. Sleep is also critical to overall health.

ADDITIONAL MHBP RESOURCES TO ASSIST YOU

MHBP has extensive resources to assist you with conditions that affect your lungs.

MHBP has a Lifestyle and Condition Coaching Program that provides you with personalized support that helps you manage conditions, including Tobacco Cessation, Exercise Management, Nutrition Management, and Weight Management.

MHBP offers the AccordantCare Program for patients or parents of children with certain rare or complex medical conditions. This comprehensive patient care program is offered to members with specialty conditions that can affect the lungs, including Cystic Fibrosis, Pulmonary Arterial Hypertension, Chronic Inflammatory Demyelinating Polyradiculoneuropathy, Sickle Cell Disease, and Myasthenia Gravis.

MHBP also has AbleTo, an 8-week personalized web-based video conferencing treatment support program- designed to address the unique emotional and behavioral health needs of individuals learning to live with conditions, including those affecting respiratory system. Members work with the same therapist and coach each week to set reasonable goals toward healthier lifestyles.

Contact MHBP at mhbppostal.com or call 833-497-2416 for more information about any of these programs.

SOURCES:

NATIONAL INSTITUTES OF HEALTH [HTTPS://NEWSINHEALTH.NIH.GOV/](https://newsinhealth.nih.gov/) | [MHBPPOSTAL.COM](https://mhbppostal.com)



Local 305 Eastern Region — MHBP Outstanding Performance



Local 306 Central Region — MHBP Outstanding Performance



Local 301 Northeast Region — MHBP Outstanding Performance



MHBP Outstanding Performance — Local 323



MHBP Seminar First Time Attendees

MHBP

OPEN SEASON SEMINAR

October 10–11, 2025, the National Mail Handlers Union co-hosted its annual Open Season Seminar to educate Union Mail Handlers on its Union-sponsored health plan, MHBP, so that Union Mail Handlers may pass on that information to eligible enrollees during Open Season Health Fairs. This year's seminar was held in Phoenix, Arizona and kicked off with appreciation for the tremendous success of last year's Open Season. Local Union Mail Handler attendance at Open Season contributed to MHBP's incredible gain of 50,000 new members to the plan in 2025!

Next National President Paul Hogrogian shared opening remarks about MHBP, its value to those enrolled in it, and its value to each Local Union through Regular and Associate Membership in NPMHU. The Seminar continued with review of MHBP's participation in both the Federal Employee Health Benefits (FEHB) program and the Postal Service Health Benefits (PSHB) Program that makes the program available to all postal and federal active employees, annuitants, dependents, and survivor annuitants.

The beginning of the Seminar also included recognition of those Local Union attendees who participated in the Open Season Seminar for the first time this year. A medal was awarded to each new attendee to acknowledge their ability to step out of their comfort zone, learn new things and pass that education onto others, all while supporting their Local Union!

Mail Handlers learned important information about the changes to MHBP for 2026 for each of its three program options, Standard Option, Value Plan, and Consumer Option. Changes for 2026 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!

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 over 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 enrollment change options and offerings for active Postal employees, future retirees and current retirees.

General sessions concluded with a review of the Partial Reimbursement Program, that 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 that continues in 2025, 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 features and benefits of MHBP. 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 with an award ceremony that recognizes 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 outstanding efforts Local Unions are putting into MHBP education and support, with particular appreciation for those winning Local Unions by region. Special congratulations to those regional Local Union award winners and National overall Local Union award winner! MHBP appreciates all your efforts.



Local 320 Western Region — MHBP Outstanding Performance



Nina Gallauresi, Rachelle Clark, Deb Watson, Paul Hogrogian



MHBP Breakout Session



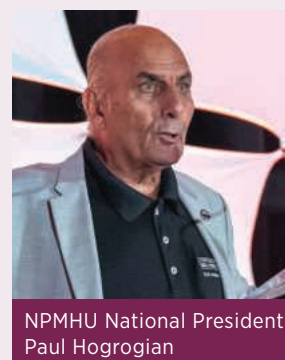
Local 318 Southern Region — MHBP Outstanding Performance



Nina Gallauresi
MHBP Director



Schann Holladay Aetna
Manager Account Services



NPMHU National President
Paul Hogrogian



National Secretary-
Treasurer Kevin Tabarus



Pamela Barrett Aetna
Executive Director Federal
Accounts



MHBP Breakout Session



THE NPMHU IS PLEASED TO ANNOUNCE
THE OPENING OF

2026 ARTHUR S. VALLONE SCHOLARSHIP AWARD YEAR

Beginning in November, the Application for the Vallone Scholarship became available to Career Mail Handlers, MHAs, and their families.

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 3 terms on the National Executive Board as the Northeast Region Vice President. Vallone's deep understanding of education and learning are just a handful of the reasons why the National Postal Mail Handlers Union dedicated this legacy to Brother Arthur Vallone.

The NPMHU National Executive Board made a key change to the Vallone Scholarship in 2025, which increases the amount of the award for all new recipients. The National Executive Board felt it was necessary to not only stay competitive with other scholarship offerings, but more importantly to reinvest and inject some new life into the vital benefit that the Scholarship Program provides.

As a result of the new changes made by the National Executive Board, each NPMHU Region has been granted up to three

scholarship awards in the amount of **\$2,000** 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 **\$8,000** per recipient over four years.

The Arthur S. Vallone Scholarship application can be found on the NPMHU website at www.npmhu.org.

Also available to Mail Handlers and their families are various education benefits offered through Union Plus www.unionplus.org. With affordable online options for certificates, associate, bachelor's and graduate degrees, plus annual scholarship awards, Union Plus is there to help your union family reach its education goals. We encourage Mail Handlers and their families to tap into these benefits uniquely designed for union families. Please take some time to visit the Union Plus website to learn more about the education benefits available to NPMHU families, along with a plethora of benefits and savings all designed for Union households.

SHOP STEWARDS: OUR FRONT LINE OF DEFENSE

DANIEL ST. MARIE, NORTHEASTERN REGION VICE PRESIDENT,
LOCAL 301 PRESIDENT



First off, if you are a Shop Steward reading this, THANK YOU! Shop Stewards are the Union's, and the Membership's, front line of defense. They are there daily on the workroom floor addressing our Membership's concerns, battling with management, and filing grievances. They receive very little compensation for what they do and very few thank you's.

Article 17 of the National Agreement covers Representation. Article 17.1 states "Stewards may be designated for the purpose of investigating, presenting and adjusting grievances." The selection and appointment of stewards is the sole and exclusive function of the Union. Language in Article IV Section 5A11 of our Uniform Local Union Constitution states the Local President "shall have the power to appoint, remove and supervise shop stewards." Article 17.2 covers Appointment of Stewards and provides a formula for how many Regular Stewards may be appointed in specific work location(s) on their tour. The greater the amount of employees, the greater the amount of Regular Stewards that could be appointed. For example, according to the formula, if there are between 100 to 199 employees in a tour/section then three (3) Regular Stewards may be appointed. There is no limit on Alternate Stewards. Article 17.3 covers the Rights of Stewards leaving his/her work area to investigate and adjust grievances, as well as the Stewards right to information.

A Steward's right to information is also covered under Article 31 — Union-Management Cooperation. Article 31.3A states "The Employer will make available for inspection by the Union all relevant information necessary for collective bargaining or the enforcement, administration or interpretation of this Agreement, including information necessary to determine whether to file or to continue the processing of a grievance under this Agreement."

You, as a Handler, have a right to Union Representation. Whether a contractual question, asking for a grievance to be filed, or upon the possible expectation of discipline, you must be the one to exercise this right. A request to see a

Steward must be made to your supervisor. A Steward should be provided right away, but if one can't be provided right away then the Supervisor should explain why and when one will be provided. This delay should not exceed two hours. (Keep in mind that many Supervisors think they simply have 2 Hours to answer your request for a Steward.) That is absolutely NOT the case. You also have what are called Weingarten Rights, your right to Union Representation if a discussion with your supervisor could in any way lead to you being disciplined or terminated. Without a Union Representative present, you should not answer any of management's questions during an investigatory meeting. Again, as previously stated, this request for a Steward must come from YOU.

If a Steward is filing a grievance on your behalf, they must follow the time limits provided under Article 15 (Grievance-Arbitration Procedure). To start, it is important for Stewards & Mail Handlers to know that a Step 1 grievance must be filed with the employee's immediate supervisor within fourteen (14) days of the date on which the employee or the Union first learned or may reasonably have been expected to have learned of its cause. If denied at Step 1, the grievance may be moved to Step 2. If the grievance is denied at Step 2, the grievance may be moved to Step 3, and, if denied at Step 3, the grievance may be appealed to Arbitration, which is the final step. Each step has its own specific time limits. At Step 2 and beyond, while the Union owns the grievance, there should continue to be communication between the Union and the Grievant(s) along all steps of the grievance process.

Being a Shop Steward can be a very difficult job, but can also be very rewarding. I understand it is not for everyone, but take a minute and imagine your facility with no Stewards. What would management do? I'm sure you all see how frequently management violates the contract with good Union Representation, imagine what they would do with no Union Representation. Our contract wouldn't be worth the paper it's written on. To all Shop Stewards, Thank You!

MAIL HANDLERS ACROSS THE COUNTRY



LOCAL 300

Members of Local 300 gathered for a photo proudly showing off their unique style and laser focus on supporting the Join the Union, Join the Fight organizing campaign.



LOCAL 301

Local 301, Branch 103 invited members of the NEB and National Office staff to their Annual Function. National President Paul Hogrogian and National Secretary-Treasurer Kevin Tabarus attended and spoke to the group. Also in attendance were National CAD Representative Tom Ruther, Assistant to the National Officers Neil Ryan, and Legislative and Political Director Katie Maddocks. Retired Legislative and Political Director Bob Losi was also in attendance.



LOCAL 314

Local 314 held their swearing in ceremony for new officers. **Pictured Front Row:** Kris Dickerson BP St. Louis Metro Annex, National President Paul Hogrogian **Second Row:** June Harris, VP, Central Region; Kevin Tabarus, National Secretary-Treasurer; Angela Lander, Branch President, St. Louis NDC; Luke Merrill, branch president, Columbia P&DC; Charles Miller, Missouri State Representative; Frank Staples Jr, Local 314 Treasurer; Sam Brown III, Recording Secretary; Latonia Bryant, Local 314 President, and Monica Williams, Local 314 Vice President.



LOCAL 309

Local 309 held a Steward Training. **Pictured (l-r)** Local 309 President Lisa Pruchnicki, Vice President Central Region June Harris, Local 309 Stewards Kimberly Leich, Daniel Liberatore, Austin Laning, Robert Brown, Lord Agyei and Vice President Eastern Region and National Trainer John Gibson.



LOCAL 322

National Secretary-Treasurer Kevin Tabarus and Vice President Eastern Region John Gibson joined Local 322 President Kelly Dickey and Members for their annual picnic.



NPMHU WOMEN'S COMMITTEE

Members of the NPMHU Women's Committee, along with several Mail Handler Brothers and Sisters, joined side by side with union representatives from other trades to attend the Trades Women Build Nations Conference in Chicago.



Representative Stephen Lynch (D-MA-08)



Representative Chris Pappas (D-NH-01)



Representative Nikki Budzinski (D-IL-13)



Representative Jack Bergman (R-MI-01)

CONGRESSIONAL POSTAL SERVICE CAUCUS

NPMHU Legislative and Political Director Katie Maddocks attended a Press conference given by the Congressional Postal Service Caucus.



LOCAL 332 ARBITRATION TRAINING

Jose Villalpando, VP Western Region Don Sneesby, Kierstin Neal, VP Central Region June Harris, Local 332 President Edvina Tesch, James Smith, VP Eastern Region John Gibson and Matt Stevens.

DENTAL AND VISION COVERAGE THAT MAKE LIFE BRIGHTER.



Enrolling in the right dental and vision coverage makes life better.

MHBP Dental and Vision plans
make preventive care more
affordable and straightforward
for you and your family.

To learn more, call us at
1-800-254-0227 (TTY: 711)
or visit **MHBPPostal.com**

SOME OF THE DENTAL AND VISION BENEFITS INCLUDE:



DENTAL PLAN:

- Nearly 183,000 network locations
- Coverage for a wide range of services — from preventive care to crowns, bridges and braces
- Network Dental Benefits for Basic Services* increase after 12 months of coverage



VISION PLAN:

- 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 [MHBPPostal.com/dental-plan/](https://mhbppostal.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 PSHBP or FEDVIP, but are available to federal and postal service employees, retirees, and select members of the military and their covered family members as a voluntary offering. You cannot file a PSHBP 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 2025 Plan Brochures. All benefits are subject to the definitions, limitations and exclusions set forth in the official 2025 Plan Brochure. For more information about MHBP plans, please refer to [MHBPPostal.com](https://mhbppostal.com)
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