

THE MAIL HANDLER

SPRING 2022

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION



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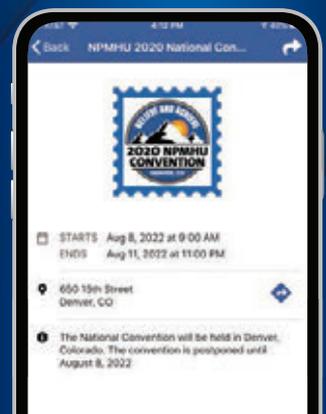
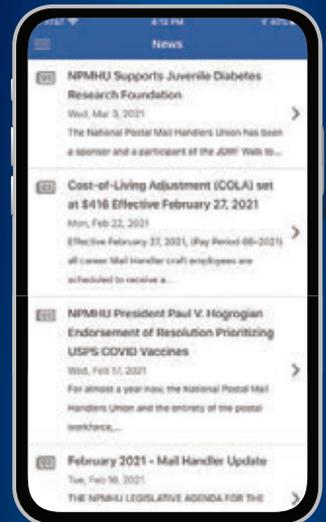
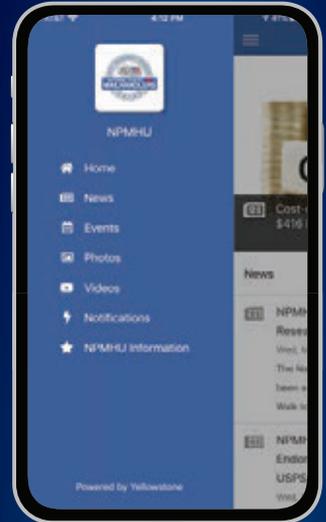
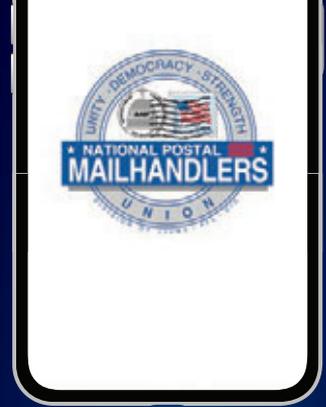
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- + Quadrennial Convention Information
- + NPMHU Women's Committee
- + Current Wage Charts
- + COVID-19 Resources





THE MAIL HANDLER

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MAIL HANDLERS UNION

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ON THE COVER:

On June 10, 2022, the NPMHU and USPS officially begin national contract negotiations in the Ben Franklin room in postal headquarters.

THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

NPMHU TO BEGIN NATIONAL BARGAINING WITH USPS

Paul V. Hogrogian, National President



Dear Members:
The collective bargaining agreement between the NPMHU and the USPS is set to expire on September 20, 2022. Negotiations officially opened on June 10th. The entire National Executive Board as well as the National CAD staff attended the opening session. During this opening session the NPMHU and the USPS presented their opening statements setting the stage for this year's bargaining process. Videos of these opening statements can be viewed on our web site (www.NPMHU.org).

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

Our priorities in bargaining include:

1. A fair and just general wage increase
2. A continuation of our current Cost of Living Adjustments (COLAs)
3. Fixing the badly broken wage scale which hinders the recruitment and retention of new Mail Handler employees.
4. Keeping the No Lay Off clause
5. Improving the wages, rights and benefits for our MHAs
6. Increasing MHA conversions to career status
7. Returning subcontracted work to the Mail Handler Craft and stopping future subcontracts
8. Minimizing the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments
9. Addressing the issue of MHAs serving as 204Bs.

Preparations for this round of bargaining began early last year. A bargaining strategy session was held on the third day

of our Semi-Annual Meeting of Local Unions (SAMLU) held in Washington, DC on November 15-17, 2021. Mail Handler representatives from throughout the country discussed the priorities for these negotiations. Our Field Negotiating Committee met in Washington, DC for five days from February 7 to 11, 2022, to thoroughly review, analyze, discuss, debate, and evaluate the over 800 proposals that were received from the field and to formulate proposals of its own. The Committee provided its recommendations, which were sent to the National Bargaining Team for their analysis and consideration. The National Bargaining Team then formulated formal contract proposals to be submitted to the Postal Service.

This is not a particularly opportune time during which to bargain. The Postal Service's financial situation and the continuing decline in mail volume (especially First-Class Mail) lead us to believe that these negotiations will be extremely difficult. 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 two years of the pandemic. Talk is cheap, now is the time for action.

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

* * *

The COVID-19 pandemic has had an adverse effect on the Postal Service and all postal employees since March of 2020. Mail Handlers and postal workers from around the country courageously performed essential federal service under the extraordinary circumstances created by the COVID-19 pandemic, often putting their own health at risk.

The NPMHU has spent the last two years dealing with the effects of the COVID-19 pandemic. Reports issued by the USPS in late January and early February 2022 showed an all-time high of over 18,600 infected postal employees. However, recent reports released in March show that the COVID numbers are decreasing substantially. The latest reports reflect

that there are approximately 2,000 postal employees who are infected with another approximately 200 in quarantine.

During the last two years, the NPMHU and the USPS negotiated a series of MOUs to address COVID-19 and the impact that it had on all postal employees. These MOUs included the following:

- [SLDC-Childcare](#)
- [Additional MHA Leave](#)
- [Temporary MHA Exception Periods](#)
- [Transfer MOU-COVID-19](#)
- [Step 3/Arbitration Extensions](#)
- [A Liberal Leave Policy was also in effect regarding COVID-19 related absences. The Postal Service agreed that COVID-19 related absences would be considered “scheduled” and could not be used as a basis for discipline.](#)

These MOUs and the Liberal Leave Policy were first negotiated in March 2020 and were extended ten times (in May/July/September/December of 2020, in March/June/September/December of 2021, and in February/March of 2022) and expired on May 6, 2022. The NPMHU and the USPS have mutually agreed not to extend the COVID-19 MOUs, and the Postal Service has unilaterally decided not to extend the Liberal Leave Policy.

The USPS also has decided to cease operations of its COVID Command Center effective May 9, 2022. The Postal Service initially notified the NPMHU that it would stop the recording and reporting of COVID-19 cases. The NPMHU and other postal unions argued that this decision was premature in that COVID-19 numbers and hospitalizations are slowly rising as of early May 2022, and there are many medical experts predicting a summer surge of COVID infections. The Postal Service subsequently modified its policy and issued the following clarification:

“Although the COVID Command Team is being disbanded, as issues arise the appropriate stakeholder leadership will be engaged.

The Return to Work Protocols and our Close Contact Tracing activities will continue for as long as necessary.

All new cases of COVID 19 and Close Contact Quarantine will continue to be monitored and tracked in our HERO COVID 19 Tracker.

We can produce the report on a weekly basis.”

The NPMHU will continue to monitor the situation and take any action that may be necessary.

The four major postal unions, senior postal officials, and many of the major mailers have been working together on a comprehensive postal reform bill for over a decade. The

bi-partisan Postal Reform Act was introduced in Congress earlier this year. The bill was overwhelmingly passed in a vote by the House in February 2022 by a vote of 341-92, with 120 Republicans voting in favor. The Senate also voted on the bill in early March, where it passed by a vote of 79-19, with 29 Republicans voting in favor. On April 6, 2022, President Biden signed the Postal Service Reform Act of 2022 into law. I was proud to stand with President Biden, fellow union leaders, and dedicated champions of the Postal Service on this historic day. This is certainly a major victory for the Postal Service, postal employees, and the American public. This bill puts the USPS on a much stronger path towards financial stability. Please refer to Legislative/Political Director Katie Maddock’s article in this magazine for more details on Postal Reform.

On March 28, 2022, the NPMHU and the Postal Service reached agreement on a Memorandum of Understanding that provided for additional Mail Handler staffing by converting an additional 1,202 Mail Handler Assistants (MHAs) to Full-Time Career status. These conversions occurred in 42 installations throughout the country. This MOU along with previous MOUs signed in December 2020 (5,291 conversions), March 2021 (885 conversions), and June 2021 (6,596 conversions) have provided for 13,974 conversions to career status. In addition to the conversion MOUs, the Residual Vacancy MOU continues to pay dividends. The provisions of the Residual Vacancy MOU continue to apply and additional MHAs are being converted in addition to those converted under the conversion MOUs.

- [Total Conversions since the inception of the MHA category: 33,306](#)
- [Total Conversions since the Residual Vacancy MOU: 30,850](#)
- [The NPMHU will continue its efforts to maximize the Full-Time career workforce for Mail Handlers.](#)

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

BELIEVE AND ACHIEVE!

Michael J. Hora, National Secretary-Treasurer



The NPMHU will be conducting its 2020 National Convention in Denver, Colorado, commencing on Monday, August 8, 2022. Please note that references to a 2020 Convention are not a typographical error. The 2020 quadrennial convention is still occurring but was delayed by two years by two pandemic-related postponements. Delegates representing each and every NPMHU Local Union will be in attendance at this twice-rescheduled quadrennial event. The delegates also will work together to set our Union's agenda for the coming years, and will discuss and debate the many issues of importance to all Mail Handlers. As set forth in our Union's National Constitution, while in Convention these elected delegates will serve as the single-highest governing body of the NPMHU.

As a result of the previous postponements, certain Convention-related tasks already have been completed, including National Officer elections and 2024 Convention site selection. In addition, we will not have convention business relating to a White House administration and Presidential endorsement. In Denver, we anticipate an abbreviated program compared to traditional NPMHU conventions. For these reasons, the Convention was trimmed to four days and will conclude on Thursday, August 11, 2022.

The theme for our 2020 National Convention is "NPMHU—Believe and Achieve!" This theme reflects on the importance of our craft, our faith in the value of the work we do, and the many triumphs of our organization and the challenges that lie ahead. Mail Handlers are united in our economic, political, and workplace struggles. Together, in unity, we can overcome adversities: we must Believe and Achieve.

As with prior NPMHU National Conventions, I am certain that the delegates to this 2020 Convention will gather with a very positive and energetic attitude, along with a genuine desire to attend to the necessary business of the NPMHU: to refine and improve its guiding laws and documents; to discuss and debate important issues facing the United States Postal Service; to press forward to protect and defend the American labor movement, and all working people.

To help set the stage for a productive and efficient Convention, various Convention committees, comprised of elected delegates, have been meeting and will continue to

meet in Washington, DC during the weeks and months leading up to the Convention. The first committee to meet, the Credentials Committee, has done tremendous work reviewing the details and election certification for each of the delegates who is slated to participate when we gather in August. This committee will ultimately present a report for consideration and adoption by the delegates at the beginning of the Convention proceedings. Once formally seated, the delegates can, and certainly will, attend to the critical business of our Union and its members.

The Constitution Committee, the Resolutions Committee, and the Legislative and Political Committee will meet during June and July to discuss the merits of proposals submitted by the NPMHU membership for consideration. After full discussion and debate, these committees will each develop and adopt a series of recommendations, which will be presented for further consideration, possible amendment, and ultimately an up-or-down vote by the delegates. Once adopted by the Convention, any constitutional amendments will become part of the organic law of the NPMHU, and any adopted resolutions will effectively reflect and represent the will of more than 50,000 Mail Handlers across the United States.

One of the most important committees, the Rules Committee, also will meet prior to the Convention, and will discuss and propose for adoption by the delegates a set of rules to govern the proceedings and to provide for an orderly exchange of views during discussion and debate relative to issues of importance to all Mail Handlers. If recent Conventions are indicative of the tone that will be followed in Denver, I am certain that our delegates will, once again, engage in sometimes spirited—but always respectful—debate on the issues at hand.

I know that everyone involved in preparing for this Convention, along with all attendees in Denver, will work hard to ensure that the interests of all Mail Handlers are fairly and democratically represented.

Whether at our quadrennial convention, or in the halls of Congress, or on the workroom floor in postal facilities across the country, the groundwork for our Union's continuing success has been laid. The NPMHU has an efficient and effective network of representatives and activists who are prepared

to take action – whether on the political and legislative fronts, through the responsible enforcement of our collective bargaining agreement, through continued commitment to quality service and representation, or in any other necessary venue. Mail Handlers are prepared to stand strong, and will work like none other to preserve our craft, and to retain and build upon the success for which our Union is known.

In that spirit of strength and unity, the NPMHU is also fully engaged in National Contract negotiations which formally kicked off on June 10, 2022, in the Ben Franklin room at USPS Headquarters. The NPMHU and USPS made opening remarks committing to the process of good faith negotiations in mutual pursuit of a National Agreement. The NPMHU Bargaining Team includes President Paul Hogrogian, Secretary-Treasurer Michael Hora, CAD Manager Teresa Harmon, and National CAD Representatives Neil Ryan, Tom Ruther and Eugene Horton. We are supported by a qualified legal team that includes Bruce Lerner and Matt Clash-Drexler. The parties will intermingle official main table bargaining sessions and sub-committees

throughout the process scheduled through September 21, 2022. The NPMHU will widely disseminate Bargaining Updates throughout the summer. Lastly, the National President will brief all Local Presidents on the status of negotiations on September 23, 2022.

Thank you for all that you do to support the NPMHU. Our great Union will continue to grow and thrive on the power of our collective strength and solidarity. We will BELIEVE AND ACHIEVE!

In Unity,



Michael J. Hora
National Secretary-Treasurer



COMMITTEE ON THE FUTURE HOLDS ANNUAL MEETING

The NPMHU's Committee on the Future was originally constituted in 1996, and for more than 25 years has engaged in strategic planning over long-term issues that are likely to confront the Union over the coming months and years. The membership of the Committee is comprised of all members of the National Executive Board and various Local Union Presidents. The Committee

usually focuses on five key issues facing the NPMHU: privatization of the Postal Service; the NPMHU's legislative relations program; USPS automation and other technological changes; financial planning, especially at the Local level; and membership recruitment.

The Committee on the Future is comprised of all members of the National Executive Board and various Local Union Presidents, currently including

Kevin Tabarus of Local 300, Danny St. Marie of Local 301, Tony Coleman of Local 302, James (J.C.) Morris of Local 317, Nick Mosezar of Local 318, Kelly Dickey of Local 322, Jeff Larsen of Local 323, and John (J.R.) Macon of Local 329. Also in attendance were Katie Maddocks, Political and Legislative Director; Teresa Harmon, CAD Manager; Nina Gallauresi, Executive Director MHBP; and Bruce Lerner, General Counsel.



SAMLU REPORT

The latest Semi-Annual Meeting of the Local Unions (SAMLU) was held in Louisville, KY from April 25 through April 27, 2022. In attendance were the National Executive Board Members, General Counsel, all NPMHU National Office Department Heads, National and Regional Contract Administration Representatives, Officers, and Representatives of all thirty-six Local Unions.

National President Hogrogian in his opening remarks congratulated the three recently re-elected Local

Presidents: Felandria Jackson (Local 305), Jim Haggarty (Local 307) and Bob Griffith (Local 330). In addition, President Hogrogian congratulated other recently elected and re-elected Local Union Officers who were in attendance.

President Hogrogian then recognized recently retired Western Region Director and Denver Field Office Manager, David Ross. President Hogrogian and National Secretary-Treasurer Michael Hora thanked Brother Ross for his forty years of

dedicated service to the NPMHU, and to his Local 321 in Denver, Colorado.

Following his opening remarks, President Hogrogian provided a comprehensive account of the activities of the National Union since the November 2021 Semi-Annual Meeting of the Local Unions. Hogrogian addressed a wide array of topics, beginning with the USPS financial situation and mail volume.

The financial information provided by USPS for Fiscal Year (FY) 2021 (from October 1, 2020 through September 30,



LOUISVILLE, KY

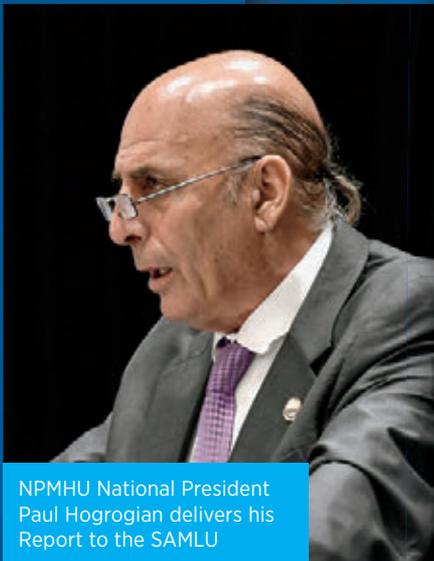
2021) reflects that the Postal Service had a net loss of \$6.9 billion for FY2021 and a net operational loss of \$2.4 billion for the same period. The USPS reported that total mail volume was down 0.21% compared to last fiscal year. First-class mail was down 3.7%, continuing the trend. First-class mail volume has declined each year for the last 15 years and is projected to continue to decline into the future. Marketing mail posted a moderate increase of 3.4% during FY 2021. Package volume has increased by 3.5% from last fiscal year. There is no

expectation that this lost first-class mail volume will return.

The USPS projects overall mail volumes to continue their decline, projecting a deficit of \$10 billion annually, and projecting total losses of more \$160 billion over the next 10 years. While these numbers are extremely concerning, the recently enacted Postal Service Reform Act and the Postal Rate Commission rate determination should significantly reduce the projected losses.

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

of Governors. The Board of Governors consists of 9 Postal Governors in addition to the Postmaster General (PMG) and Deputy Postmaster General (DPMG). The sitting Governors include Robert Duncan, Roman Martinez, John Barger, William Zollars, Lee Moak, Ron Stroman, Anton Hajjar, and Amber McReynolds. President Biden has nominated Daniel Tangherlini (previously Deputy Director OMB) and Derek Kan (previously GSA Administrator) to the USPS Board of Governors. The Senate Committee on Homeland Security and



NPMHU National President Paul Hogrogian delivers his Report to the SAMLU



National CAD Representative Tom Ruther and National CAD Manager Teresa Harmon



Eastern Region Vice President John Gibson and Local 304 Vice President Gregory Hill



CAD Members Patrick Donovan and Eugene Horton

Governmental Affairs has held hearings and approved the nominations. The full Senate is expected to confirm the nominations (and actually did so in early May 2022).

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) a commitment to 6/7 day delivery; (2) new delivery vehicles; (3) planning for package growth; (4) establishing 46 package support annexes; (5) stabilizing the non-career workforce while retaining employee benefits; (6) consolidating and standardizing mail processing operations in select installations; (7) post plan-retail improvements; (8) increased utilization of ground transportation versus air transport; (9) service standard modifications that include new 4 & 5-day delivery standards; (10) postal reform; and (11) acquiring rate flexibility.

President Hogrogian directly addressed closings and consolidations, noting that our reliance on past assurances that these actions are on hold is tenuous in view of the bleak postal finances, continued declines in mail volume, and network redesign references in the PMG's 10-Year Plan. The Postmaster General projects a deficit reduction of \$150B-\$160B over the next 10 years, capturing savings from Medicare integration, increased revenue through rate flexibility and improved parcel volume, with reductions in transportation, infrastructure, and labor.

President Hogrogian also reviewed an April 27, 2021 notification from the Postal Service, wherein the USPS announced a planned implementation of secondary mail moves for eighteen facilities that will include destinating flats, letters, or in some facilities, both. Of the eighteen facilities identified, there are ten where mail handlers are

currently working, including Bend (OR), Erie (PA), Gainesville (FL), Huntsville (AL), Mid-Hudson (NY), North Bay (CA), Seattle DDC (WA), Southern Ct (CT), and Wausau (WI). These installations are not proposed to close entirely and should retain parcel processing, cross dock, and other operations. President Hogrogian highlighted two instances in which the Local Union was able to favorably influence projected impacts. By virtue of an arbitration award and the pressure of political influence in Locals 309 and 316, respectively, the Erie and Seattle actions were rescinded.

President Hogrogian reported that the Postal Service is also looking at refreshing Area Mail Processing (AMP) feasibility studies for a number of mail processing facilities. The USPS was considering mail moves/consolidations in thirty-eight sites, electing to conduct fifteen full AMPs and sixteen partial AMPs, with seven installations no longer being considered for consolidation. The USPS subsequently tabled three full AMP sites and nine partial AMP sites, leaving twenty-nine sites still under consideration, twenty-eight of which employ mail handlers.

Another topic was the subcontracting and redesign of the STC network, including the USPS announcements to subcontract the STC operations in Kansas City, Chicago, Seminole/Orlando, Atlanta, Cap Metro, Springfield, New Jersey, Northern California, and Southern California. These announcements came despite previous assurances from the USPS. The USPS has increased some operations in the subcontracted STCs. National level disputes have been filed.

National President Hogrogian spoke about the Postmaster General's conceptual network redesign considerations, noting a plethora of possibilities driven by facility proximity, volume, standardization, and transportation opportunities.

The Postal Service has established 46 Package Support Annexes (PSAs)



Legislative and Political Director Katie Maddocks delivers her report



Local 334 President Sheldon Adams with Local 329 President JR Macon



Local 330 President Robert Griffith and Local 324 President Dan Rieman



Local 305 President Felandria Jackson and Local 315 President Joe Harms



Local 313 President Joel Aponte Gomez and Local 333 President Monica Marshal



National President Paul Hogrogian meets with SAMLU attendees

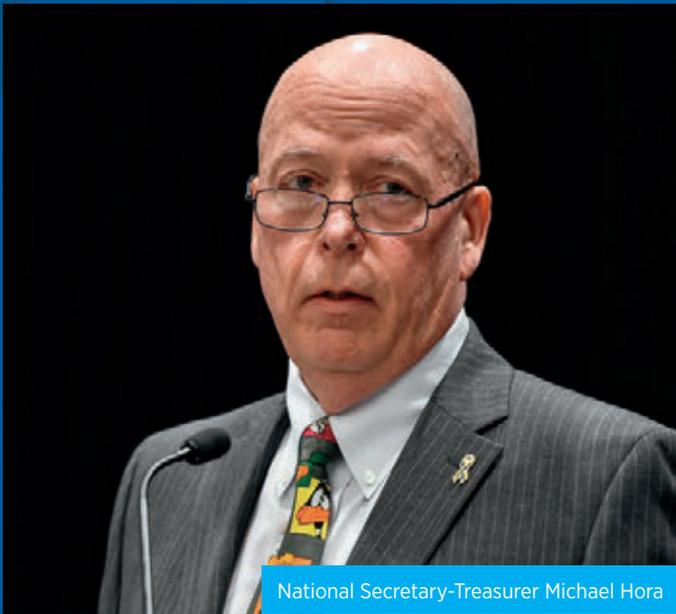
located near NDCs or large PDCs. Package Support Annexes will support mail processing facilities in key locations in anticipation of growing package volume. The USPS plans to deploy Single Induction Package Sorters (SIPS) in forty-two of the forty-six sites.

President Hogrogian then provided a comprehensive update on the effects of the COVID-19 pandemic. The USPS is reporting a significant decrease in the covid numbers since February when

there were 18,500 postal workers who tested positive for the virus. Recent reports show approximately 2,100 postal workers infected. This reduction prompted the USPS to modify its mask policy, making the wearing of face masks optional in postal facilities. All existing COVID-19 Memoranda of Understanding expired on May 6, 2022. National CAD Representative Eugene Horton is the point person for all COVID-19 issues.



SAMLU attendees



National Secretary-Treasurer Michael Hora



The USPS established forty-three sites to facilitate the distribution of 500 million COVID test kits to the American public. Mail Handler Assistants (MHAs) complement caps were relaxed by joint memorandum granting hiring and employment in excess of 24.5% for a period extended through May 27, 2022.

President Hogrogian spoke about the Mail Handler craft complement and the Mail Handler Assistants path to career. There were four prominent

Memoranda signed in December 2020, March 2021, June 2021, and March 2022 that collectively converted 13,974 MHAs to full-time regular status (FTR) over a period of sixteen months. Total MHA conversions to career full-time regular are 31,967, with 29,511 occurring since the signing of the Residual Vacancy Memorandum.

President Hogrogian concluded his report with an update on National Bargaining and negotiations for the

2022 National Agreement. The National Office received over eight hundred contract proposals. Each contractual proposal was reviewed and debated by the Field Negotiating Committee, which met February 7-11, 2022 in Washington DC. Bargaining will start on June 10, 2022. The National Office will widely disseminate special bulletins throughout the bargaining process.

The NPMHU Women's Committee Report was presented by Committee

Chair and Vice President Central Region/Local 306 President June Harris.

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

NPMHU Legislative and Political Director Katie Maddocks provided a report on legislative accomplishments of the Union, as well as what can be expected with the 2022 midterm elections. The passage of the Postal Service Reform Act is a significant win for NPMHU by putting the Postal Service on the path to fiscal stability. Director Maddocks discussed the impact of the

Medicare integration provision within the Postal Service Reform Act (PSRA) on current and retired postal employees. In addition, the NPMHU has added a page at npmhu.org (Legislative & Political tab) that features frequently asked questions and answers about the PSRA and Medicare. Director Maddocks also reviewed contributions and trends of the NPMHU Political Action Committee and thanked Mail Handlers for their support of the PAC. Political Director Maddocks then presented the PACkie awards. The PACkie awards were established to recognize a Local's participation and commitment to the success of the NPMHU PAC. The

2021 winners were Locals 300, 301, 310, 332, and 333.

On Tuesday, April 26, 2022, the attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) from Executive Director Nina Gallauresi and Brad Corban, Aetna Director of National Accounts.

Next, Contract Administration Department Manager Teresa Harmon, provided a full report and entertained questions on activities of the Contract Administration Department (CAD) since the last meeting of the Local Unions. Sister Harmon's presentation was based on the written report that



Vice President June Harris leads NPMHU Women's Committee meeting



SAMLU attendees



SAMLU attendees collecting their CAD Reports



SAMLU attendees collecting their CAD Reports



National CAD Representative Tom Ruther gives an Article 12 update



National CAD Manager Teresa Harmon discusses the CAD report at the SAMLU

was distributed electronically before the meeting (and is posted at the MAIIS tab at npmhu.org), and included the following topics:

- 2019 National Agreement and COLA
- 2022 National Agreement: Bargaining Preparations
- MHA Conversions and related MOUs
- Mech-Tech Issues including:
 - » *Autonomous Guided Vehicles (AGVs)*
 - » *Eye in the Sky*
 - » *Small Delivery Unit Sorter (SDUS)*
 - » *Non-Machinable Outsides (NMO) Sortation Program*
 - » *Parcel Sorter Robotic Induction System*
 - » *Autonomous Mobile Robots for Tray Transport*
 - » *Universal Sorter System (USS)*
 - » *Enhanced Package Processing Systems (EPPS)*
 - » *Automated Flats Casing*
 - » *Small Linear Parcel Sorter (SLPS)*
 - » *High Density Universal Sorter (HDUS)*
 - » *High Throughput Package Sorter (HTPS)*
 - » *Flex Rover Sorter (FSR)*
 - » *Robotic Container System*
 - » *Parcel Sorter Robotic Induction System*
 - » *NDC Redevelopment*
 - » *PSM Intelligent Vision Robot (PIVR)*
 - » *Flats Sequencing System (FSS) Capability Enhancement*
 - » *DBCS Auto Feed*
 - » *High Output Package Sorter (HOPS)*
 - » *Camera Deployment Peak Preparedness*

- » *Bio-Detection System (BDS)*
- » *Alternative Fuel Cells for PIV*
- » *SELS Update*

- Hydrogen Fuel Cell Batteries
- Modified Arbitration Process (MAP)
- Update on the Implementation of Secondary Mail Moves for 18 Facilities
- Proof of Concept - Use of Drones at NDCs
- RI-399 — Jurisdictional Disputes and RI-399 Swat Team
- COVID-19 Related Updates — USPS
- Employee Assistance Program & National Joint Committee
- Update on the Time Study of Function 4 Operations
- Cases Pending National Arbitration
- Subcontracting Committee
- Insourcing of the Terminal Handling Project at Columbus P&DC
- Juneteenth National Independence Day
- Quality of Work Life (QWL)
- Step 4 Update

National CAD Representative Tom Ruther provided a comprehensive report on the activities of the Article 12 Task Force and RI-399 jurisdictional matters.

National Secretary-Treasurer Hora started his detailed presentation on the topic of the NPMHU financial report. Brother Hora also addressed NPMHU financial statements for the quarter ending December 31, 2021; deficit control measures; quarterly and annual expense and revenue analysis; and a review of COVID-19 pandemic-related impact on National finances.

Secretary-Treasurer Hora then covered Mail Handler complement; regular and associate membership trends and per capita analysis and revenue



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



Vice President Northeast Region and Local 309 President David Wilkin



Vice President Eastern Region and Local 308 President John Gibson



Vice President Western Region and Local 316 President Don Sneesby



National Office Staff SAMLU attendees Comptroller Keanna Whitlock, Director Membership Services Rachelle Clark, IT Manager Noah Giebel, Executive Director MHBP Nina Gallauresi, Legislative and Political Director Katie Maddocks



Representatives from Host Local 304 with Vice President 300 Yvette M. Johnson and Local 311 Treasurer Roxie Olds-Pride



National President Paul Hogrogian



NPMHU Executive Director MHBP Nina Gallauresi addresses attendees



Local 301 Treasurer Shawn Holt and Local 300 President Kevin Tabarus



Vice Presidents John Gibson (Eastern), Don Sneesby (Western) and Lawrence Sapp (Southern)



SAMLU attendees pay tribute to Denver Field office manager/Regional Director David Ross

projections and allocation among our Union's affiliated organizations.

As part of the ongoing membership recruitment program, Secretary-Treasurer Hora discussed membership trends, which included the membership percentage range for each Local Union. The "Join the NPMHU" video was played for attendees. This recruitment video is available

at npmhu.org, on the "Hot Topics" tab, and should be played at Mail Handlers orientation. The Form 1187 submission and tracking procedures were discussed in detail.

Secretary-Treasurer Hora next provided a comprehensive presentation on the preparations for the 2020 Quadrennial Convention to be held in Denver, CO from August 8-11, 2022.

Topics discussed included Convention Committee arrival profiles, delegate and guest registration procedures and deadlines, and hotel billing options. Each delegate will receive an iPad AIR to access Convention documents. The use of the iPad AIR will require each delegate to create an Apple ID account. Detailed instructions will be provided to each delegate upon registration at



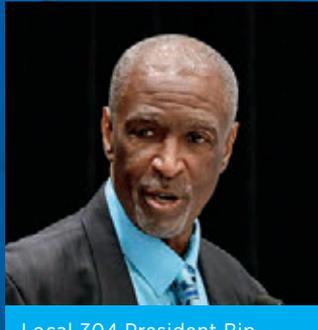
Wester Region Director Nick Lehto discussing an issue with SAMLU attendees



Local 299 President Keala Parker and Local 325 President Dwayne Williams



Aetna Relationship Manager Brad Corban



Local 304 President Bip McLemore addresses the SAMLU



Retired Western CAD Director David Ross addresses the SAMLU



Local 301 President Dan St. Marie and Assistant to the National Officers Neil Ryan



National Secretary-Treasurer Michael Hora with his report to the SAMLU



Eastern Region Director Andy Badilishamwalimu



Local 302 President Anthony Coleman and Local 321 President Tony Wilson



Vice Presidents Dave Wilkin (Northeastern) and June Harris (Central)



Vice President Southern Region Lawrence Sapp

the Convention. The 2020 NPMHU Quadrennial Convention website has been launched at <https://convention.npmhu.org/>.

In addition, long-term preparations for the 2024 Quadrennial Convention in Las Vegas, NV to be held at Caesars Palace was discussed.

National Secretary-Treasurer Hora concluded his presentation with an update on usage of the NPMHU mobile app; a discussion on the ongoing need for Local Unions to review and update their cybersecurity; and the upcoming schedule for NPMHU National meetings and trainings.

The Semi-Annual Meeting of the Local Unions was concluded with a round-robin, questions and answers session to allow all Local Unions to raise any other issues not already covered. Then, without any further business before the body, the Semi-Annual Meeting of the Local Unions was adjourned.

NPMHU MEMBERS PREPARE FOR IMPLEMENTATION OF PSRA

Katie Maddocks, Legislative and Political Director



To this point, 2022 has been a legislatively active year for the National Postal Mail Handlers Union and the Postal Service. Within three months' time, both the House and Senate voted in favor of the Postal Service Reform Act of 2022 (PSRA), which was followed by President Biden signing the bill into law, officially designating it Public Law 117-108. These actions were more than a decade in the making, and provide the first steps to the Postal Service's financial stability, while promoting best practices in retiree healthcare for employees as well as promoting accountability to customers.

One aspect of the law is Medicare integration for future retirees, and this is what NPMHU members have contacted me about the most. As with any changes that coincide with retirement, many members want to be reassured they will still have access to healthcare in their older years. Active employees under the age of 64 as of January 1, 2025, when both retired and at least age 65, are required to enroll in Medicare, apart from a few exceptions (those enrolled in TRICARE or Indian Health Services, or those living abroad).

Current postal annuitants, and those who retire before January 1, 2025, are not to be forced into Medicare if they do not want it. They will be given a choice. Meanwhile, current annuitants who had opted not to enroll in Medicare when eligible, but have since changed their mind, will be able to do so during the special enrollment period and will not be held to the late enrollment fee. Additionally, active postal employees over the age of 65 can elect to stay in the postal-only FEHBP while employed by USPS.

Current postal employees will be placed in a postal-only risk pool within the FEHBP, called the Postal Service Health Benefits Program. The postal-only plans in FEHBP will be regulated and run in the same way current FEHBP plans are. Major plans now available will still be offered in this postal-only version of FEHBP plans. While the benefits would remain the same, it is expected that the premiums will be significantly reduced because postal participants would be placed in a separate risk pool with new rules related to Medicare enrollment. Around 80% of postal annuitants already enroll in Medicare, and postal employees have contributed over \$34 billion into Medicare since 1983.

It needs to be reiterated: changes are not coming to healthcare for postal employees or retirees for another three years, as the U.S. Office of Personnel Management (OPM) and the Postal Service are working out the regulations to ensure an easy transition for future retirees. OPM and USPS will produce educational materials to ensure that all postal employees and retirees are fully aware of how the new law will impact them, well before the statutory deadlines of January 1, 2025.

Meanwhile, a "frequently asked questions" page is featured on the NPMHU website at <https://www.npmhu.org/legislative/psra-faq>. These FAQs go over common questions regarding Medicare integration and how it can impact current employees and retirees. If there are any further questions or issues needed to be clarified, please feel free to reach out to the National Office.

MOVING LEGISLATIVE AGENDA FORWARD

The NPMHU's legislative work is not done just because postal reform passed. There is still much work to be done to protect our members. Representatives and Senators continue to introduce legislation that supports the benefits of postal employees. For example, the House Education and Labor Committee favorably reported the Improving Access to Workers' Compensation for Injured Federal Workers Act (H.R. 6087). This NPMHU-supported bill would allow postal and federal employees to see nurse practitioners and physicians assistants, in addition to previously covered medical providers, in order to diagnose and treat work-related injuries. As the Postal Service generates one of the largest number of workers' comp injuries, this commonsense legislation would ensure that injured workers will have access to needed care.

Members of Congress also have introduced legislation calling to improve financial gratuities for those who die while on the job. The Honoring Civil Servants Killed in the Line of Duty Act (H.R. 7376) increases death gratuities from \$10,000 to \$100,000 and the funeral allowance from \$800 to \$8,800. Death gratuities have not been increased since 1997, and funeral expenses have not been increased since 1966. Elected officials recognize that the death of postal and

federal workers is devastating enough for their families, and this legislation will ease financial burdens caused by the sudden loss of income.

SENATE APPROVES NEW MEMBERS TO USPS BOARD OF GOVERNORS

On May 12, 2022, the Senate approved by voice votes two of President Biden's nominees for the USPS Board of Governors, Dan Tangherlini and Derek Kan. Governor Tangherlini previously served as the Administrator of the General Services Administration, as the chief financial officer at the Department of Treasury, and as city administrator to the District of Columbia. Governor Kan served both in the Obama and Trump Administrations on the Amtrak Board of Directors, as Under Secretary of Transportation Policy in the Department of Transportation, and as the Deputy Director of the Office of Management and Budget. During the nomination hearing before the Senate Homeland Security and Governmental Affairs Committee, Ranking Member Rob Portman commented, "You will have an important role to make sure the Postal Service is able to successfully implement plans and transition to a financially sustainable future.... I believe that by thoughtfully engaging on these issues and working with stakeholders, committed leaders at the Postal Service can address the challenges and ensure a brighter future for the Postal Service for years to come."

MIDTERM ELECTIONS

The current 117th Congress has made tremendous strides for both the NPMHU and the working class in general. Not only was there strong bipartisan support for the PSRA, and for President Biden's infrastructure legislation, but also many elected officials have been more vocal on labor issues. It has been a perfect storm of well-written legislation and devoted leadership. As we approach the 2022 midterm elections, however, we must be concerned about a change of party control, and must wonder whether the NPMHU would see this same level of support in the next Congress. Because Democrats currently have only a three-seat lead over the Republicans in the House, and the Senate is evenly tied, it is very likely that both chambers of Congress will switch party control in this year's November elections. Historically speaking, the midterm congressional elections during a President's first term of office show large gains for the party recently out of power.

In recent years, moreover, Republicans have targeted the pay and benefits of postal employees as a means to curb the overall federal budget deficit. With the recent pandemic and the passage of significant spending bills over the past two years, NPMHU members can expect to hear constant calls to increase employee contributions to retirement and healthcare plans, as well as proposals to reduce benefits. We

have seen these attacks in the past, and we should expect to see them again. That being said, as we go into this election cycle, it is important that NPMHU members support elected officials from either party who will fight for us. The NPMHU still has a lot on its legislative plate, and it is important that those who advocate for us on Capitol Hill either remain there or be newly voted into office.

To meet these goals, it is getting more and more costly every election cycle. During the recent SAMLU in Louisville, KY, it was predicted that campaign spending during the 2022 elections will total about \$6 billion. To help meet these costs, it is necessary for the NPMHU PAC, the political arm of our union, to continue growing. The NPMHU PAC allows the union to make financial contributions to members of Congress who support Mail Handlers and push the NPMHU agenda in Washington. Over the past year, the PAC has grown by \$11,000, and at the SAMLU, the PAC recognized Local Unions that make significant contributions to this growth: 300, 301, 310, 332, and 333. Thank you to everyone who contributes to the PAC, and promotes its success.



PACkie

NPMHU

awards



Local with 1-499 Members: Local 332



Local with 500-1499 Members: Local 333



Local with 1500 & Up Members: Local 301



Ambassador: Local 310



Most Improved: Local 300

2022 PAC

INCENTIVE AWARDS



2022 PAC INCENTIVE AWARDS

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



YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at www.liteblue.usps.gov. Follow the instructions printed on pages 22 and 23 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



NOTICE CONCERNING CONTRIBUTIONS:

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

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

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

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

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



(Cut here and return to NPMHU PAC)



YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

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

Address _____ Local _____

Employer (if other than USPS) _____ Job Title _____

Contribution Amount: (Please check one):

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

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

VISA MASTERCARD Acct.# _____

Signature _____ Expiration Date _____

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

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

PostalEASE by TELEPHONE:

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

PostalEASE on the WEB:

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

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



EMPLOYEE ASSISTANCE PROGRAM

Teresa Harmon, Manager, CAD

On December 14, 2021, the NPMHU and the Postal Service signed a Memorandum of Understanding Re Joint Employee Assistance Program Committee. With the signing of this MOU, the NPMHU has joined USPS, the National Association of Letter Carriers (NALC), and the American Postal Workers Union (APWU) on the National Joint Committee (NJC) and the fifty District Advisory Committees (DACs) concerning the employee assistance program. The NJC meets monthly; the DACs meet on a quarterly basis. The NJC is currently determining the location of the fifty DACs within each District. The NPMHU will have four representatives, consisting of two voting members and two alternate members on each DAC. The role and the responsibility of the NJC and DACs are contained in the Advisory Committee Guidelines which are available at the Member Resources tab at npmhu.org.

What is the Employee Assistance Program? It is a free service offering short-term counseling and other resources designed to overcome life challenges that effect your health, family life, or job performance. The Employee Assistance Program is available to all Postal Service employees and their family members. Participating in the Employee Assistance Program is voluntary and confidential. There is no cost associated with services provided. EAP services are available through the following methods:

First, through the Employee Assistance Program hotline at **1-800-EAP-4 YOU (800-327-4968)**, TTY: **877-492-7341**. The hotline is available 24 hours a day, 7 days a week, 365 days a year. Upon calling the hotline, a customer service associate will determine the immediate needs of the caller and provide emergency intervention with a counselor, referrals, or information.

All counseling sessions are confidential. Counseling sessions are available face to face, telephonic, by text, and by video.

Next, through the Employee Assistance Program website **www.EAP4you.com**. The website offers web-based self-help tools. The Health Resource Library provides help on topics such as caregiving, health, addiction, and military life. On a monthly basis, the website through the “Monthly Focus” article highlights a specific topic. For instance, the Monthly Focus for the month of May 2022 was Military Members and Veterans.

Through the website you also have access to myStrength, which is an online tool to help you live your best life. This digital behavior platform will help you with reaching goals and maximize overall wellbeing. Topics include mindfulness and meditation, balancing emotions, and stress. The myStrength platform is personalized just for you and requires you to set-up an account.

In addition, you can register for live webinars on the EAP website. These web-based videos explore topics from emotional intelligence to navigating personal challenges.

Employee Assistance Program services and resources are also available by downloading the EAP mobile app on your smartphone. Visit **www.EAP4you.com** on your smartphone and you will be prompted to save the app to your phone’s home screen. With the EAP mobile app, you have one more way to quickly access EAP resources.

With online and video counseling, you and your family members can access professional counseling anytime and anywhere, through a computer or smartphone. Take the opportunity to visit the Employee Assistance Program website to explore all the resources and services that may be available to you and your family.

With online and video counseling, you and your family members can access professional counseling anytime and anywhere, through a computer or smartphone.

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

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unionplus.org

Wells Fargo Home Mortgage has a services agreement with Union Privilege in which Union Privilege receives a financial benefit for providing agreed-upon services. Wells Fargo Home Mortgage encourages you to shop around to ensure you receive the services and loan terms that fit your home financing needs.

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NPMHU-CR-5-16-22

Delegates to the 2020 NPMHU National Convention to Convene in Denver, Colorado

Preparations are in the final stage for the rescheduled 2020 National Convention, which is scheduled to take place at the Hyatt Convention Center Hotel in Denver Colorado during the week of August 8, 2022.

Three-hundred forty mail handlers from across the country have been chosen through the Local Union delegate election process to serve as delegates. This body will help to set the agenda of the Union for the next two years.

The theme for our 2020 National Convention is “Believe and Achieve.” This theme reflects on the importance of our craft, our faith in the value of the work we do and the many triumphs of our organization. Mail Handlers are united in our economic, political, and workplace struggles. Together, in unity, we can overcome adversities: we must Believe and Achieve!

For the (rescheduled) 2020 National Convention, the NPMHU has launched a dedicated website that will provide news and information relative to the upcoming National Convention and can be viewed at <https://convention.npmhu.org/>. Please monitor the website and read the Union publications, to stay up to date on all Convention business.

Beginning in June, and throughout the summer, committees appointed by National President Paul Hogrogian will meet to review and establish a full agenda for the 2020 Convention, including possible constitutional amendments and resolutions that may be submitted for consideration by the delegates in accordance with the requirements set forth in the NPMHU National Constitution. In addition

to the traditional Constitution and Resolution Committees—and in recognition of the increasing role that the NPMHU has played in ongoing legislative issues on Capitol Hill—President Hogrogian has once again named a Legislative Committee to review and recommend the adoption of resolutions concerning legislative and political matters.

CONSTITUTION COMMITTEE

NAME	LOCAL
Bentley, Chris	297
Tabarus, Kevin	300
St. Marie, Daniel	301
Coleman, Anthony	302
Haggarty, James	307
Greer, Lisa	310
Charleston, Charles	311
Mosezar, Nick	318
Larsen, Jeff	323
Sneesby, Don	NEB
Wilkin, David (<i>Chair</i>)	NEB

CREDENTIALS COMMITTEE

NAME	LOCAL
Delgado, Wilfredo	300
Hill, Gregory	304
Miskell, Joyce	309
Parsons, Chawanda	310
Gonzalez, Bernie	320
Riemann, Dan	324
Larson, Todd	328
Griffith, Robert	330
Macon, John (<i>Chair</i>)	329

LEGISLATIVE AND POLITICAL

NAME	LOCAL
Sweeney, Sean	301
Cowan, Eddie	303
Rembelinsky, Michael	308
Rezac, Gene	316
Weber, Joyce	318
Wilson, Errol	321
Marshall, Monica	333
Adams, Sheldon	334
Harris, June (<i>Chair</i>)	NEB

RESOLUTIONS COMMITTEE

NAME	LOCAL
Foster, Aubrey	298
Jackson, Felandria	305
Brown, Cynthia	305
Olds-Pride, Roxie	311
Harms, Joe	315
White, Edward	318
Garey, Sean	320
Ruiz, Michael	321
Dickey, Kelly	322
Sapp, Lawrence (<i>Chair</i>)	NEB

RULES COMMITTEE

NAME	LOCAL
Parker, Keala	299
Contreras, Juanita	302
Lewis, Linda	311
Davis, Troy	312
Morris, James	317
Williams, Dwayne	325
Buusch, Steve	327
Wisneski, David	331
Tesch, Edvina	332
Gibson, John (<i>Chair</i>)	NEB



The following is the list of delegates attending the NPMHU 2020 Convention, now scheduled to begin on August 8, 2022, in Denver, Colorado. This list is current as of May 31, 2022, and includes all changes or adjustments provided to the NPMHU National Office prior to that date. Additional changes or adjustments are expected prior to the actual Convention, and all such changes or adjustments, including some of those listed below, are subject to the review and approval of the Credentials Committee. If you have any questions, please contact the Credentials Committee through the National Office.

NAME	LOCAL
Christopher Bentley	297
Pamela Grant	297
Phyllis Judie	297
Mike Caird	297
Rick Western	297
Greg Karg	297
Karen Marks	297
Bridget Williams	297
Aubrey Foster	298
Deanna Parker	299
Kevin Tabarus	300
Wilfredo Delgado	300
Marcenia Johnson	300
Ray Bermudez	300
Irene Delgado	300
Tommy Russo	300
Lucy Lombardo	300
Ann Goodlow	300
Joseph Palau	300
Jason Espinal	300
Shirley Ramos	300
Trevor Stuart	300

NAME	LOCAL
Michelle Kimber	300
Don Utz	300
Linda Gibbs	300
Alberta Prieto	300
Tracey Guzman	300
Erika Williams	300
Dan Danzo	300
Kim Pinkey	300
Phil Hester	300
Alan Sacks	300
Atika Muhammad	300
James Smith	300
Jessie Lewis	300
Howie Spindler	300
Annesia Williams-Arnold	300
Latina Crenshaw	300
Theresa Start	300
David Lang	300
Saieda Brown	300
Mark Chandler	300
Peter Bilotta	300
Sediqua Perry	300
Lawrence Cimirro	300
Frank Schultz	300
Joseph Costigan	300
Daniel St Marie	301
Geoff Henderson	301
Sean Sweeney	301
Brett Gilman	301
Robert Fisher	301
Shawn Holt	301
Christine Couture	301
Paul Bureau	301
Timothy Sullivan	301
Robert Goggin	301
Susan O'Leary	301
Tom Dunn	301
Scott Curtis	301

NAME	LOCAL
Scott Surette	301
Phil Alvarado	301
Timothy Lee	301
Cindy DePietro	301
Teresa Florentino	301
Kenny Luciani	301
John Bessette	301
John O'Connell	301
Anthony Couture	301
Donna Baker	301
John Staples	301
Diane Libby	301
Anthony Coleman	302
Juanita Contreras	302
Chrystal Bell	302
Tony Mayes	302
Shawn Dalton	302
Steve Gutierrez	302
Lisa Winston-McCurn	302
Dwight Parker	302
Wayne Rankin	302
Elizabeth Anderson	302
James Moore	302
Lisa Montgomery	302
Fernando Matta	302
Eddie Cowan	303
Thomas Abbott	303
Terrie Collins	303
Van Cunningham	303
Angela Duncan	303
Christopher Gayles	303
Kathleen McNeil	303
Daniel Ortega	303
Pamela Perkins	303
Carlton Ramey	303
Aukushan Scantlebury	303
Eric Scheider	303
Brenda Thompson	303



NAME	LOCAL
Juan Torres	303
Dorleatha Willoughby	303
Gregory Hill	304
Shelly Benton	304
Gloria Ward	304
Charles Johnson Jr	304
Daniel Cody	304
Rhonda Hinkle-McCoy	304
Felandria Jackson	305
Laura Williams	305
Leslie Hamlett	305
Jose Pena	305
Derrick Carr	305
Michael Melton	305
Cynthia Brown	305
Lafon Robinson (Murray)	305
Marvin Simpson Jr	305
Darrell Manigo	305
Michael Perry	305
Lori Freeman	305
Demetria Spratley	305
Kevin Fitts	305
Angela Jasper	305
Lakiesha Lewis	305
Shawn Wyche	305
Tommy Love Jr	305
Everette McIlwain	305
Tim Farmer	305
Samantha Byrdsong	305
Maurice Wallace	305
Desiree Pettway	305
Kamico Seals	305
Terrence McCaskill	305
Marcus Anderson	305
Gregory Newsome	306
Kenneth Leftridge	306
Darnell Cox	306
Manuel Lazu	306

NAME	LOCAL
Tanisha Ruth	306
Max Rehbein	306
Steven Barber	306
Mark Blough	306
Jeff Bridges	306
Tiffany Byers	306
Carmela Catching-Tyler	306
Leroy Davenport	306
Monica Davis	306
Christopher Echols	306
Adam Gustave	306
Wayne Hopkins	306
Robert Howze	306
John Castagna	306
John Martinie	306
Manuella Morris	306
Tyrone Robinson	306
Sheila Spaulding	306
Walter White	306
James Haggarty	307
Derek Douglass	307
Ursula Patterson	307
Kimberly Johnson	307
Erik Stevenson	307
Trevell Fleming	307
Barrie Bowens	308
Brian Carson	308
Brian Clark	308
Scott Fayter	308
Bob Glycener	308
George Gohr	308
Eugene Jones	308
Chris Lee	308
Matthew Matteis	308
Mike Rembelinsky	308
Shelby Root	308
Joe Zelenenki	308
Joyce Miskell	309

NAME	LOCAL
Lisa Pruchnicki	309
Rebecca Bicksler	309
Jerry Smith	309
Tanya Derouville	309
Willie Maddox Jr.	310
Chawanda Parson	310
Lisa Greer	310
Reginald Chambers	310
George Coubertier	310
Gary Reid	310
Ronzelle Williams	310
Danny Strozier	310
Quintella Smith	310
Troas Boyd	310
Charles Franklin	310
Nolan McClendon	310
Antonio Smith	310
Allison Beasley	310
Orlando Nichols	310
Carlos Castellucci	310
Tommy Simmons	310
Charles Charleston	311
Dana Davenport	311
Roxie Olds-Pride	311
Byron Bennett	311
Linda Lewis	311
Shirley Mackey	311
Harry Kimbrough	311
Debra Wallace	311
Bobby Castleberry	311
Johnnie Mc Gee	311
Nathaniel Braziel	311
Eddie Owens	311
Marvin Henry	311
Kimberly Jefferson-Rice	311
Terrie Green	311
Jesse Givens	311
Troy Davis	312



NAME	LOCAL
Joel Aponte Gomez	313
Charles Miller	314
Jerry Harms	315
Shaun Bezella	316
Gene Rezac	316
Willie Hamilton	316
Courtney Retter	316
Tim Kovac	316
Steven Kim	316
James Morris	317
Tammie Miller	317
Robert Richburg	317
Mark Rutledge	317
Maria Boucher	317
Dann Davis	317
Charles Harris	317
Carlas Hunt	317
Nicholas Mosezar	318
Peter Cuadra	318
Joyce Weber	318
Lynden Clarke	318
Danny Diaz	318
Ron Nordyke	318
Stanley King	318
Wayne Campbell	318
Ed White	318
Shauna Jones	318
Victor Mendez	318
Thomas Sheldon	318
Suzanne Viveiros	318
Charlotte Douglas	318
Joye Johnson	318
Athelino Maynard	318
Ken Czwojdak	318
Eugene Moody	318
Jose Rosa	318
Chris Strang	318
Marshea Dugans	318

NAME	LOCAL
Bernie Gonzalez	320
Shawn Garey	320
Cynthia Lowry	320
Art Aguilar	320
Simon Spotts	320
Laurie Hernandez Wargo	320
Aaron Hernandez	320
Errol Wilson	321
Jeffery Morgan	321
Samuel Koduah	321
Michael Ruiz	321
Demetria Williams	321
Claude Ridley	321
Curtis Grantham	321
Linda Solomon	321
Karen Smith	321
Annett Damian	321
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Amy Phu	321
Del Rowe II	321
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Sheldon Adams	334
Anthony Shell	334
Mike Howell	334
Alexander Adams	334
Paul Hogrogian	NEB
Michael Hora	NEB
John Gibson	NEB
June Harris	NEB
Lawrence Sapp	NEB
Don Sneesby	NEB
David Wilkin	NEB



MANAGING PAIN

MOVING BEYOND OPIOIDS

Nina Gallaresi, Executive Director, MHBP

Most people experience some kind of pain during their lives. Pain serves an important purpose: it warns the body when it's in danger. Think of when your hand touches a hot stove. But ongoing pain causes distress and affects quality of life. Pain is the number one reason people see a doctor.

A class of drugs called opioids is often used to treat pain. One reason, explains NIH pain expert Dr. Michael Oshinsky, is that opioids work well for many people. Opioids can stop the body from processing pain on many levels, from the skin to the brain. Because they work throughout the body, he says, "Opioids can be very effective for multiple types of pain."

But opioids also produce feelings of happiness and well-being. And they're reinforcing: the more people take them, the more they crave them. This can lead to addiction, or continuing to take opioids despite negative consequences. Scientists have not yet been able to develop opioids that reduce pain without producing these addicting effects, Oshinsky explains.

The longer someone takes opioids, the more they may need to take to get the same effect. This is called tolerance. Having a high tolerance doesn't always mean you'll become addicted. But taking higher doses of opioids increases the risk for both addiction and overdose.

The U.S. is now in the grip of an opioid crisis. Every day, more than 100 Americans die from an opioid overdose. This number includes deaths from prescription opioids.

"We don't need 'better' opioids. We need to move away from the reliance on opioids for developing pain treatments," Oshinsky says.

NIH is funding research into new and more precise ways to treat pain. It's also working to develop new treatments to combat opioid misuse and addiction.

OPIOIDS NOT ALWAYS NEEDED

Opioids are often prescribed for acute pain. Acute pain is short-term pain, the kind experienced after an accident or an

operation. But other drugs may be just as effective for acute pain, even after surgery, explains Dr. Dena Fischer, a dental health expert at NIH. Some of these drugs, like acetaminophen or ibuprofen, don't require a prescription.

People may think that prescription drugs work better for acute pain. But that's often not the case, Fischer says. Using something other than an opioid first can be especially important to manage acute pain in fields such as dentistry, she adds.

Many people receiving opioid prescriptions from dentists are teens or young adults who have never been prescribed an opioid before.

"Research is starting to tell us that people who receive an opioid prescription as a teenager have a tendency to continue to take opioids for non-medical purposes in the long term," Fischer says.

Healthcare providers who decide their patient needs an opioid are now being encouraged to give only a few pills at a time. People who receive shorter prescriptions are less likely to misuse their pills by taking more than prescribed or taking them after the pain is gone. This also cuts down the chance that the pills could be taken by others.

WHEN PAIN IS CHRONIC

Managing chronic pain is more complicated than treating acute pain. More than 25 million people in the U.S. alone live with chronic pain, which is pain that lasts more than three months.

Many things can cause chronic pain. For example, Oshinsky says, a muscle that was damaged in an accident may heal relatively quickly. But if a nerve was also hurt, it can continue to send pain signals long after the body has repaired the muscle.

Other types of chronic pain are driven by brain changes, explains Dr. David Williams, an NIH-funded pain researcher at the University of Michigan. When these changes happen, the brain continues to perceive pain even though the injury has healed.

NIH is funding research into new and more precise ways to treat pain. It's also working to develop new treatments to combat opioid misuse and addiction.

For people with this type of chronic pain, sometimes called central pain, opioids and some other kinds of pain medications can actually make the pain worse.

Research has shown that talk therapies, such as cognitive behavioral therapy, can help many people with chronic central pain. These types of therapies “emphasize behaving in different ways or thinking in different ways that alter the perception of pain,” Williams explains. “Pain is a combination of a sensory and an emotional experience.”

Cognitive behavioral therapy can also help people with chronic pain manage related health problems, such as problems sleeping, feeling tired, or trouble concentrating. This can increase quality of life for people with chronic pain. It can also have overlapping effects.

“Pain processing and sleep and thinking and mood all share the same neurotransmitters in the brain,” Williams says. “So, by improving something like sleep, you’re also improving pain.”

Non-opioid drugs can help some people with chronic pain too, Oshinsky says. Many of these drugs were first developed to treat different health conditions, such as seizures, depression, or anxiety. But they can also change the way the brain processes pain.

Some people benefit from devices that stimulate the nerves directly to block pain signals from reaching the brain, Oshinsky adds. Different devices can work on different parts of the nervous system, from the nerves in the skin to the spinal cord.

People with certain types of pain have also been shown to benefit from exercise, acupuncture, massage therapy, or yoga.

MHBP IS HERE TO HELP

MHBP has many resources to help members manage pain.

ABLETO PROGRAM

AbleTo is an 8-week personalized web-based video conferencing treatment support program designed to address unique emotional and behavioral health needs of members learning to live with conditions or life events, including chronic pain.

BACK AND JOINT CARE

Provides support for members dealing with musculoskeletal (MSK) issues, acute and chronic pain, and either taking opioids or trying to avoid opioids. The program helps you improve your quality of life by helping you manage and reduce your chronic MSK pain, without surgery or drugs. Eligible participants will receive access to exercise therapy,

motivational coaching, one-on-one support and education that is tailored to the participant’s specific needs.

HEALING BETTER

Provides support and educational resources for total knee or hip replacement surgery. The program gives you the tools and resources you need to prepare for a successful surgery and healthy recovery. It provides you access to benefit information specific to joint services, holistic overview of pain management options, digital, personalized education on recovery resources, mental and physical health tips and more.

HEALTH COACHING

The Lifestyle and Condition Coaching Program provides pain management/opioid support. The program is designed for members with chronic pain and either taking opioids or trying to avoid

opioids. Members enrolled will receive coaching and support, which includes assisting with identifying the availability of other treatment plans that may include non-pharmacologic modalities for the treatment of pain such as, but not limited to: injection therapies, cognitive therapies, psychosocial support, massage therapy, or physical therapy visits as applicable. The program also helps with psychological effects of chronic pain, reduction of opioid use, avoiding opioid use and resources for those who are dependent on opioid medications.

BEHAVIORAL HEALTH SUPPORT

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

ACCESS TO OPIOID RESCUE MEDICATION

Opioid rescue medication can be used to help avoid overdose associated with opioid use. MHBP has waived co-payments (maximum of 4 units per month) for Narcan, a lifesaving opioid rescue medication.

INFORMED HEALTH LINE

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

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



https://newsinhealth.nih.gov/sites/nihNIH/files/styles/featured_media_breakpoint-large/public/2018/October/illustration-man-holding-neck-pain-talking-doctor.jpg?itok=mxz1ErXV

Sources:

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

MHBP CONSUMER OPTION (HDHP)

Health coverage + health savings



Part health plan, part savings account that's there when you need it.

The MHBP Consumer Option is a high-deductible health plan with a health savings account (HSA).

The plan will deposit up to \$2,400 per year for a Self and Family or Self Plus One enrollment (\$1,200 Self Only) into your HSA for you. Use it to pay for health expenses, or watch your savings grow as they roll over. It's up to you.

Network preventive care is covered at 100% with no deductible. After you meet your deductible, you pay low copayments - or nothing at all - for covered care.

CONSUMER OPTION BENEFITS INCLUDE:*

- No out-of-pocket costs for maternity care
- No cost for telehealth through Teladoc®
- No-cost MinuteClinic® services at a CVS Pharmacy® location**
- 40 alternative care visits per year for chiropractic care and acupuncture
- No cost for Lab Savings Program

*Consumer Option members must meet their deductible before benefits apply.

**Includes select MinuteClinic services. Not all MinuteClinic services are covered. Please consult benefit documents to confirm which services are included. However, such services are covered at negotiated contract rates. This benefit is not available in all states. Aetna® and MinuteClinic, LLC (which either operates or provides certain management support services to MinuteClinic-branded walk-in clinics) are part of the CVS Health® family of companies. Aetna is the brand name for products and services provided by one or more of the Aetna group of companies, including Aetna Life Insurance Company and its affiliates (Aetna).

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This is a summary of the MHBP Consumer Option plan. Before making the final decision, please read the 2022 official Plan Brochure (RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2022 official Plan Brochure.

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2022 CONSUMER OPTION RATES

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

Federal Employee Biweekly Premiums

Self	\$ 76.40
Self plus One	\$ 169.07
Family	\$ 177.52

These rates do not apply to all enrollees. If you are in a special enrollment category, please refer to the FEHB Program website or contact the agency or Tribal Employer that maintains your health benefits enrollment.

CONNECT WITH MHBP



Call **1-800-410-7778 (TTY: 711)** 24 hours a day, 7 days a week (except major holidays).

Or visit **MHBP.com** to schedule a one-on-one phone consultation, start a live chat, register to attend a webinar or learn more about MHBP plans.



SUMMER, SUMMER, SUMMER TIME!

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

Summer is arriving and we have a lot to celebrate in the month of June. I know the pandemic limited our family gatherings, but even happier days are here again! In our last article we celebrated International Women's Day. It was an important time to appreciate the advancements that were made and are continuing to be made by women. But today, we have more reasons to celebrate and honor our family.

We have two important events to celebrate in June:

Father's Day and Juneteenth. Both occur this year on Sunday, June 19th. Both have great significance in our lives and deserve to be celebrated. To the men, you are awesome! **To the Dads, brothers, husbands, mail handlers, Union reps, and all the other roles you hold, HAPPY FATHERS DAY!!** You guys deserve recognition for your contributions. You are so vital to the family and we appreciate all that you do. For me, especially getting rid of the spiders and bugs that come into the house. Managing the television schedule for the family by commandeering the remote. Being the sports commentator of every sporting event. You are appreciated! Your humor is the best. No one could entertain us like you do. The list goes on and on. And because it's barbecue season, your culinary skills are greatly appreciated too. Again, we celebrate ALL of the men. Enjoy, relax, and keep being you!

Juneteenth, the shortened name for June Nineteenth, honors the end of slavery in the United States and is considered the longest running African American holiday. On June 17, 2021, Juneteenth officially became a federal holiday. In 1863, President Abraham Lincoln issued the Emancipation Proclamation, which declared that slaves living in Confederate states shall be free. It was more than two years before the

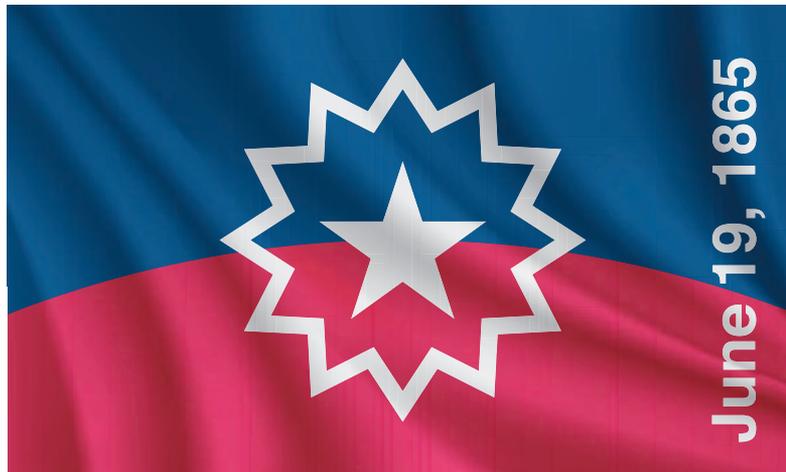
news reached African Americans living in Texas. The news was delivered in Galveston, TX by soldiers on June 19, 1865. After hearing this great news, the ex-slaves began to celebrate with prayer, feasting, song, and dance.

In honor of this very important date, a flag was designed in remembrance of Juneteenth. The first flag was created in 1997 by Ben Haith, the founder of the National Juneteenth Celebration. It has been redesigned by various artists. The colors of red, white, and blue were deliberately chosen by Haith to demonstrate

that even throughout slavery, African Americans were always American. The red on the flag also represents the blood shed on the journey to freedom.

- The curved surface on the flag represents a new horizon and possibility for African Americans.
- The star on the flag demonstrates Black people are free in all fifty states and is a nod to Texas, "The Lone Star State."
- The star is surrounded by a burst, which represents new opportunities ahead for African Americans.
- The date of June 19, 1865 was added in 2007 so that no one would ever forget what the flag stood for.

Both of these occasions are times to remember and to honor throughout our nation. Not only as times for food and fun, but as a time for honor and recognition of our fellow Brothers and Sisters. And as I usually try to, I end with a few words from Stevie Wonder, an artist who is blind, but has been able to see the necessity for love throughout the world. ***"Love's in need of love today. Don't delay, send yours in right away. Hate's going round, breaking many hearts. Stop it please, before it's gone to far."***



WHO WILL STAND TALL?



BY JOHN GIBSON,
VICE PRESIDENT,
EASTERN REGION

It can easily be argued that there is never a day that comes and goes in the workplaces of the U.S. Postal Service where the rights of mail handlers — rights we have earned over decades of struggle — have not been ignored or trampled upon by the misguided and the malignant in management. Unfortunately, there also may be days where those violations are not met with the response they deserve.

This inequity cannot stand; when is enough, enough? We are the fortunate few who enjoy the increasingly rare right to organize and to bargain collectively; to speak up and to speak out about the conditions of employment; to have an actual say in the workplace. This is not gifted Brothers and Sisters, but this has been earned with the blood, sweat, tears, and sometimes the very lives of those who came before us. And they all, every man, every woman, every true Unionist who fought for every gain we now have, deserve our respect and our gratitude for all they have forged in this continuing struggle. How should we honor their work? How should we honor their sacrifice?

Following the harrowing years of a global pandemic with thousands of our Brothers and Sisters courageously reporting for duty day in and day out, and the impact it has had on all of us, the moment is now to recommit and to redouble our collective efforts to enforcing the contract on the workroom floor. There is great frustration in the disrespect we have endured in recent times and we, all of us, member and representative

alike, shoulder to shoulder, can and must do more to regain ... no, to demand the respect we deserve as members of this great Union and employees of the Postal Service.

Wages, benefits, and working conditions are not simply words on a page, but this is what it is all about, my friends. Unfortunately, there are now far too many of us who take the extraordinary advancements of those who came before us for granted. All of the gains we have achieved are worthless without active, aggressive, and daily enforcement. It is our collective responsibility to recognize and to implement the power we possess as a bargaining unit to ferociously exercise the right to challenge those wrongs that are occurring regularly in the workplace. The daily skirmishes we face with those managers, and there are plenty, who are not aware of our contractual entitlements, or worse, don't give a rat's ass, must be punished, metaphorically of course. Those "words on a page" will not defend themselves and they obviously are not self-evident to many in management. It is our duty to educate and to enforce, over and over again if necessary, the provisions and principles we have earned and fully deserve. Ask yourself, "if not me, then who will stand tall and take on this task?"

As we enter another round of bargaining, there is plenty to be grateful for as we build upon our previous gains and recognize that our work is never finished. I have great faith and am fully confident that this great Union will once again

achieve many of the needed improvements in the upcoming negotiations. However, that is where our work just begins. Active, aggressive enforcement of the current contract and its successor is absolutely critical to securing those gains and improving the working lives of all mail handlers.

REQUESTING REPRESENTATION/ DEMANDING DIGNITY

Access to Union representation is a contractual and legal right to all Mail Handlers. Unfortunately, management does its very best to make it as difficult as possible for you to consult with your Union. Should you have a concern regarding wages, benefits, or working conditions, simply request to see a steward. Management IS REQUIRED to provide you with a Union representative as soon as practicable, but in no event absent emergency conditions should it exceed two hours in time before you see speak with your Union. This does not mean they have two hours to provide a steward; the steward must be provided as soon as practicable. Nor are you required to tell management the reason for your request. If management fails or refuses to provide you with representation in the appropriate and required way, at your very first opportunity please notify any steward so that the Union can address the violation.

You also have the right to be treated with dignity and respect and there are no exceptions. For far too long we have suffered under a double standard in this regard. Managers who conduct themselves in an abusive, intimidating, or condescending way are rarely held accountable for these actions. Should you conduct yourself that way, you would be quickly shoved out the door, sometimes for good. This cannot stand, Brothers and Sisters.

The Joint Statement on Violence and Behavior in the Workplace is a binding contractual agreement and states in part,

"We also affirm that every employee at all levels of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. "Making the numbers" is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions."

This is an enforceable rule through the grievance and arbitration procedure, and this Union stands ready to hold management officials accountable for their unacceptable

behavior. We urge you to contact Your Local Union right away when you are treated inappropriately.

MANAGEMENT INTERVIEWS

Being "invited" into a manager's office for a "little chat" can be an intimidating and sometimes job-threatening encounter, but you do not have to go it alone. Under the law you have the right to representation when the result of the interview could lead to discipline.

These are your **Weingarten Rights**. The U.S. Supreme Court found that the following rules apply.

Rule 1: *The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.*

Rule 2: *After the employee makes the request, the employer must choose from among three options: Grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee; Deny the request and end the interview immediately; or Give the employee a clear choice between having the interview without representation or ending the interview.*

Rule 3: *If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice, and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.*

You also should that know your Union representatives also have rights and their own authority to fully participate in this exchange with the employer. THE UNION IS NOT JUST AN OBSERVER. Whether it is a postal manager, a postal inspector, or a special agent of the OIG, your Union representative has the right to:

- Be informed of the issue by management.
- Consult with the employee privately prior to the interview.
- Speak during the interview.
- Provide advice to the employee during the interview.
- Request clarification of a question.
- Object to abusive, misleading, confusing, harassing, or badgering questions.
- Provide additional information.

Every Mail Handler should take advantage of these rights and the accompanying rules to ensure that the National Agreement is properly enforced.



FINANCE MANAGEMENT SEMINAR

The NPMHU's Local leadership participated in a comprehensive Finance Management Seminar at the Maritime Conference Center in Linthicum Heights, MD. The three-day session included presentations and group discussions on a wide variety of topics related to financial administration at the Local Union level, including: the fiduciary duties and responsibilities of Local Union Presidents and Treasurers; IRS and DOL issues and reporting requirements;

budgeting; financial statements; records management; annual audits; payroll issues; and more.

The third day of training was dedicated to using QuickBooks™ computer software as a tool to easily organize the daily financial activities of the Local Union. This training will help facilitate necessary reporting to fellow officers and union membership, as well to assist in preparing the reports required by the Department of Labor and the Internal Revenue Service.

The following trainers helped make the program a huge success: National Secretary-Treasurer Michael Hora, Local 300 President Kevin Tabarus, Assistant to National Officers Neil Ryan, Local 318 Treasurer Joyce Weber, Comptroller Keanna Whitlock, Manager of Membership Services Rachelle Clark, MHBP Executive Director Nina Gallauresi, and Manager of Information Services and Technology Noah Giebel. Our thanks to all that attended this important program.





PRESIDENT BIDEN SIGNED POSTAL REFORM INTO LAW



(l-r) NALC President Fred Rolando, Postmaster General Louis DeJoy, House Oversight and Reform Committee Chairwoman Carolyn Maloney (D-NY-12), NPMHU President Paul Hogrogian and USPS Board of Governors Chairman Roman Martinez

On April 6, 2022, President Joe Biden signed into law the Postal Service Reform Act of 2022 (P.L. 117-108). This law passed the Senate a month earlier by a vote of 79-19, and in the House two months earlier by a vote of 342-92. This broad, bipartisan legislation will provide the first steps to fiscal stability for the United States Postal Service and help ensure dedicated Mail Handlers and the rest of the workforce can continue to serve every American household and business.

Remarking on the signing of the bill, NPMHU National President Paul V. Hogrogian commented, “After more than a decade of working with our union brothers and sisters, postal management, Democrats, and Republicans, the NPMHU is pleased to see postal reform become law. Because of dedicated and collaborative work between and among stakeholders, we are now one step closer to fiscal stability for the United States Postal Service. I am proud to stand with President Biden, fellow postal union leaders, and dedicated champions of the Postal Service on this historic day.”



MAIL HANDLERS

ACROSS THE COUNTRY



LOCAL 311 SHOP STEWARD TRAINING

Local 311 held a well-attended Shop Steward Training. Local 311 President Charles Charleston and his Executive Board were joined by National Trainers: Vice President Eastern Region John Gibson and Vice President Southern Region Lawrence Sapp. Also Training the attendees was Southern Regional Director Eileen Mills. Roughly 50 Branch Presidents and Shop Stewards attended this meeting to interact with The NPMHU National Trainers who offered strategies and insight for Local Mail Handlers.



LOCAL 318 NEW STEWARDS TRAINING

Local 318 held a training for 36 new stewards. Trainers for the new group were; Nick Mosezar Local President, Ira Edelstein Vice President, Joyce Weber Treasurer, Lynden Clarke Recording Secretary, Shauna Jones Executive Board Member, James Hodges Advocate and Chris Strang Ft. Myers Branch President.



LOCAL 309 ADVOCACY TRAINING

(l-r) Nick Ladd BP Syracuse, NY, John Gibson National Shop Steward trainer, Dave Wilkin Local 309 President and Northeastern Region VP, Tanya DeRouville Albany NY Branch President, and Jerry Smith Branch President Rochester, NY and Local 309 State Representative.

LOCAL 307 INSTALLATION OF OFFICERS

Local 307 held a virtual ceremony to install new officers. Pictured in single virtual windows are: National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Assistant to the National Officers Neil Ryan, and Local 307 Branch President (NDC) Michael Mendez. Pictured in group virtual window are: Local 307 SEBM Lee Garcia, Local 307 President Jim Haggarty, Local 307 Recording Secretary Ursula Patterson, Local 307 Treasurer Billy Genia, Local 307 Branch President (GWY) Kim Eleuterius, Local 307 Vice President Erik Stevenson.



LOCAL 307 ARBITRATION TRAINING

Local 307 held an Arbitration Training. Pictured (l-r) Local 307 Vice President Erik Stevenson, Vice President Southern Region, and National Trainer Lawrence Sapp, Local 307 NDC Shop Steward Kesha Williams, Local 307 Recording Secretary Ursula Patterson, Local 307 NDC Shop Steward Trevell Fleming, Local 307 GWY Branch President Kim Johnson, Local 307 Treasurer Billy Genia, Vice President Eastern Region and National Trainer John Gibson, and Local 307 SEBM Lee Garcia.



LOCAL 328 TRAINING

Local 328 held a Local Shop Steward Training. Joining Local 328 President Todd Larson was National Trainer and Vice President Eastern Region John Gibson. Pictured (l-r) Henok Teklezigi, John Gibson Vice President Eastern Region and National Trainer, Dave Reed, Bill Lerew, Dave Nemmers, Chelsie Wilking, Todd Larson Local 328 President.



LOCAL 301 COUNCIL UPDATE

Local 301 continues their tradition of using monthly virtual Council Updates to update officers on Local and National news. These meetings traditionally include National President Paul Hogrogian, CAD Representatives Tom Ruther and Patrick Donovan and Legislative and Political Director Katie Maddocks who all offer details on various developments in the Northeast Region.

DENTAL AND VISION COVERAGE THAT MAKE LIFE BRIGHTER.



Does MHBP give you comprehensive coverage at an affordable cost? It's certain.

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 1-800-410-7778 (TTY: 711) or visit [MHBP.com](https://www.mhbp.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 [MHBP.com/dental-plan/](https://www.mhbp.com/dental-plan/) so you can review how the basic services are better the longer you are in the plan. MHBP Dental and Vision Plans are available to U.S. residents only. Dental and vision benefits are underwritten by First Health Life & Insurance Company. These benefits are neither offered nor guaranteed under contract with the FEHBP or FEDVIP, but are available to federal employees, retirees, and select members of the military and their covered family members as a voluntary offering. You cannot file a FEHBP disputed claim about them.

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

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

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