



MAIL HANDLER UPDATE

NATIONAL POSTAL MAIL HANDLERS UNION

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Paul V. Hogrogian
National President

KEVIN TABARUS TAKES THE HELM AS NATIONAL SECRETARY-TREASURER



Kevin P. Tabarus
Secretary-Treasurer

Hello Brothers and Sisters!
I am honored and humbled to have been selected by the National Executive Board to serve as your National Secretary-Treasurer. I would like to thank the entire National Executive Board for their support and confidence in me. I look forward to working with the smartest person in the NPMHU our National President Paul Hogrogian. He is an unrelenting proven Union Leader, representing the Mail Handler craft through these tumultuous times.

I would like to share with you my background and goals as National Secretary-Treasurer.

I was raised in a Union household on Long Island NY. My family has deep seeded Union roots (my grandfather, father, uncles, and cousins).

I started as a Part-Time Flexible Mail Handler in Hicksville NY, in 1987 when I was 20 years old. I first began representing Local 300 Mail Handlers as a shop steward in 1990. Times were tough back then. Everything was a battle to protect and enforce our rights. I, along with my team, negotiated several local agreements (LMOUs). In addition, I became an Arbitration Advocate. In 2001, I transferred to the NY PMPC in Bethpage, NY and was appointed by the Local Executive Board to serve as Branch President. That was an extremely hard, non-union friendly environment. No LMOU or local work rules. Many of the managers never dealt with a postal union before. We were successful in negotiating the first LMOU and have made improvements ever since. In 2007, I was appointed as Local Treasurer, a position I truly enjoyed. We were able to increase the Local Union's assets by improving our financial position. Being a Local Treasurer is the most unique position in this Union and especially important. The Union's assets must be maintained to provide top notch representation for our members! The National and Local Unions are held to high financial standards and reporting. In 2015, I was appointed as Local 300 President. When I took over, the Local Union was in good financial standing. Working with my fellow Local 300 Executive Board Members and Council, the Local Union is now in great financial standing! I have worked with many great Union Members, Stewards, and Officers in my tenure as a Local 300 Officer. I am incredibly grateful for

their assistance, knowledge and understanding. It truly was my pleasure and I miss them dearly.

In addition, I have served the membership at the National level serving as a member of numerous NPMHU committees over the years; National Election Committee, Constitution Committee, Contract Field Negotiating Committee. I was also a National Shop Steward Trainer and NPMHU Financial Seminar Trainer.

You have an excellent team tirelessly working for you, the member at the National Office. Everyone is invaluable and ready to help whenever needed. Transitioning to this new position, the team at National Headquarters shows their professionalism and knowledge. They really shine. I especially want to thank our outgoing National Secretary-Treasurer Mike Hora. He has provided me with his knowledge and guidance throughout our transition. Up until his last day, he was hard at work ensuring that this Union would continue to move forward. Congrats to Mike on his retirement, after his decades of service to this Union.

Representing you through the grievance process is a core function of the Union. Whether filed on the Local or National level, grievances are our response to Management violating our National Agreement. However, grievance processing is a large expense. In addition, National Agreement negotiations are also costly. Financial resources are needed. Representational activities such as this should not be constrained due to a lack of the ability to finance them. We need to protect the rights, benefits, and working conditions for our membership.

Therefore, it is essential to build our financial reserves to continue to provide exceptional representation for the membership. We stand strong when we are all united.

My goal is to continue to increase revenue and lower expenses for both the Locals and National Union. We all need to adapt to the ever-changing world. I will pursue increasing our membership. It is good but can improve. I also will hold the Postal Service accountable for their unnecessary delays with processing new member signups.

I vow to work tirelessly to leave this Union in an even better place than it is now.

NEW MEMORANDA OF UNDERSTANDING — ANNUAL LEAVE CARRYOVER FOR LEAVE YEAR 2024 AND ANNUAL LEAVE EXCHANGE OPTION FOR LEAVE YEAR 2024

The Annual Leave Carryover for the 2024 Leave Year MOU allows for additional annual leave to carryover. In the 2022 National Agreement, the MOU on Annual Leave Carryover allows regular work force employees to carryover 440 hours of accumulated annual leave. The new MOU on Annual Leave Carryover for Leave Year 2024 expands that limit and allows regular work force employees to carry-

over 520 hours of accumulated leave from leave year 2023 to leave year 2024.

The Annual Leave Exchange Option for the 2024 Leave Year MOU deals with selling back annual leave. The Annual Leave Exchange Option MOU for Leave Year 2023 will allow career employees to sell back a maximum of 80 hours of annual leave prior to the beginning of the leave year provided the following

criteria is met: 1) The employee must be at the maximum leave carryover ceiling (440 hours) at the start of the leave year and 2) the employee must have used fewer than 75 sick leave hours in the 2023 leave year. Normally the maximum number of hours that may be sold back under the 2022 National Agreement MOU on Annual Leave Exchange Option is limited to 40 hours.



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