



President Hogrogian delivers report to the SAMLU



Former and current National Presidents Hogrogian and Hegarty



National Secretary-Treasurer Mark Gardner presented on all financial matters



Vice President Eastern Region, John A. Gibson speaks of his honor to join the National Executive Board



CAD Manager T.J. Branch



(l-r) Local Presidents June Harris (306), and Pervous Badilishamwalimu (310)



Local 301 President Rene Morrisette welcomes attendees to Boston, MA



National President Emeritus John Hegarty administers oath of office to Vice President Eastern Region — John A. Gibson



Local 303 President Javier Valencia



Local 322 Treasurer and Pittsburgh NDC BP John Szewczyk



Local 307 President James Haggarty



BOSTON // AUGUST 6-8, 2015

# SAMLU



# SEMI-ANNUAL MEETING OF THE LOCAL UNIONS

On Thursday, August 6, 2015, officers and representatives from nearly every NPMHU Local Union gathered in Boston, Massachusetts to participate in the latest Semi-Annual Meeting of the Local Unions (SAMLU). Also in attendance at this event were members of the National Executive Board, all NPMHU National Office department heads, and personnel from the National and Regional Contract Administration Department. In addition, honored guest and newly retired NPMHU President, John Hegarty, was in attendance.

As a tribute to his tireless work and dedication to the NPMHU, former President Hegarty was summoned to the podium and presented with a proclamation giving him the honorary title of National President Emeritus. All SAMLU attendees celebrated this declaration with a heartfelt standing ovation. As National President Emeritus, Hegarty was asked to administer the oath of office to newly appointed National Executive Board member, Vice President Eastern Region — John A. Gibson.

National President Paul Hogrogian then announced four newly installed Local Presidents and three re-elected Local Presidents, resulting from elections or appointments occurring since the last SAMLU in February 2015. The new Local Presidents include: Kevin Tabarus (300); Derrick Carr (305); Maurice Torres (313); Kelly Dickey (322); Dan Reimann (324); Don Chapman (325); and John (J.R.) Macon (329). All newly and re-elected Local Presidents were warmly received by the SAMLU attendees.

After welcoming remarks from the host city's Local 301 President Rene Morrisette, the meeting began with President Hogrogian's full

report to the attendees of the Semi-Annual Meeting.

Hogrogian's report was a comprehensive account of the activities of the National Union since the previous meeting of Local Presidents. President Hogrogian addressed a wide array of topics beginning with our ongoing fight to generate a consensus postal reform bill. Hogrogian noted that all four national postal unions have been working with the Postmaster General and her headquarters senior staff and the mailing industry to draft consensus legislation that would include a solution to the ill-conceived requirement for the Postal Service to pre-fund future retirees' health benefits. Moreover, the bill would address closings and consolidation of mail processing plants and/or service standards.

The consensus bill also would change some of the statutory conditions for continuing participation in the Federal Employees Health Benefit Program. For current employees, there will be little change, but it will require all retirees to enroll in Medicare Parts A and B, something that almost 90% of retired mail handlers already do, and probably all should do.

Congress was unsuccessful in getting anything done last year, and it still is very unclear whether this 114th Congress, now fully controlled by Republicans, is going to be any better, but we remain steadfast in the fight. Albeit slow, progress towards logical postal reform is being made. The Senate recently passed a non-binding resolution to restore the July 2012 service standards, and the House Appropriations Committee also voted to restore the service standards to their July 2012 levels, with six Republicans joining all Democrats by voting in favor. While this is limited progress at



(l-r) Vice President Central Region Jefferson C. Peppers III, Vice President, Western Region- Rudy Santos, Vice President Northeastern Region David E. Wilkin, National President Paul Hogrogian, Vice President, Eastern Region- John A. Gibson, Vice President Southern Region- Lawrence B. Sapp, and National Secretary-Treasurer- Mark Gardner



(l-r) Western and Central Region Director and Field Office Manager- David Ross, Southern Region Director- Charles Manago, Assistant to the President and National Representative- Bobby Blum, Northeast Region Director- Thomas Ruther, CAD Manager- Thomas J. Branch, Tim Dwyer, National Shop Steward Trainer and National Representative Tim Dwyer, National Representative- Kevin L Fletcher, National Representative- Teresa Harmon, Eastern Region Director- Eileen Mills and Western Region Director, Don Gonzales



(l-r) Executive Director MHP- Michael Hora, National President-Paul Hogrogian, Aetna Director of Federal Programs- Sue Kohl, Aetna Senior Director of Federal Plans- Tom Bernatavitz; National Secretary-Treasurer Mark Gardner and Aetna Director of National Accounts- Brad Corban







Local 305 Vice President Jose Pena



Local 331 President David Wisneski



Local 330 President Bob Griffith



Local 299 President Jason Adachi



Local 321 President Cindy Hoehl-Rinker



Local 333 President Randy Krueger



Local 329 President John (J.R.) Macon



Local 322 President Kelly Dickey

best, we are hopeful that meaningful postal reform may be achievable.

Hogrogian spoke about the Union's continued objections to the USPS threatened closures, consolidations and reduced service standards, noting that the Union's collective measures have resulted in a bit of good news. The Postal Service announced in May that they were postponing the implementation of the latest round of closures and consolidations until at least April 2016. The Postal Service also took some of the targeted installations off the closing/consolidation list altogether. Notwithstanding this development and notwithstanding continuous efforts in Congress and elsewhere to stop or delay these plant closings and consolidations, right now they are scheduled to resume in 2016.

Hogrogian spoke about three potential ways to stop the closures and consolidations, emphasizing potential because none of them are very certain. Nonetheless, we continue to move forward, to the extent we can, on all three:

First, we have a National-level grievance (currently in National arbitration) asserting the Union's position that these closings and consolidations do not comply with Handbook PO-408 in that they are based on old and outdated AMP studies.

Second, we continue to seek congressional pressure on postal management to stop or limit the closings and consolidations. This is being championed through certain Senators, especially Bernie Sanders of Vermont and Jon Tester of Montana, both of which have personally met with the new PMG. As previously referenced, the Senate passed a non-binding resolution and the House Appropriations Committee voted to restore service standards to their July 2012 levels. If attention turns to postal reform, the likelihood of success on this approach through Congress will increase.

Third, we are considering the possibility of legal action, which would be a lawsuit to halt or stay any closings or consolidations until there is a final arbitration award on the PO-408 grievance. To be successful, we would have to demonstrate irreparable harm, such as forced movement beyond reasonable commuting distances that could force employees to relocate, to move their families, and/or to sell and buy housing – like the Detroit or Memphis to Tulsa or Chicago or Pittsburgh moves required during the last round of closings. Local Presidents are encouraged to contact the National CAD with their specific details.

Hogrogian commented that he already has met with PMG Megan Brennan nine times since taking office in May of this year. “Brennen claims that she wants to work with the Postal Unions and other stakeholders on postal reform. Early indications are that she may be sincere, but actions will speak louder than words,” said Hogrogian.

Hogrogian updated the Local Presidents on the dysfunctional state of affairs within the USPS Board of Governors. The Board of Governors is operating without a quorum by virtue of a self-designated subcommittee authorized on the last day that the quorum was available. During the 113th Congress, President Obama named five nominees to fill BOG vacancies. All were approved by the Senate Homeland Security and Governmental Affairs Committee; however, the full Senate failed to move or confirm any of the five. Several Senators, including Bernie Sanders, have put a hold on nominees James Miller and Mickey Barnett. The ramifications of these actions and uncertainties remain to be seen.

President Hogrogian briefed the attendees on the status and procedures of upcoming national negotiations over the terms of the 2016 NPMHU National Agreement.





LOCAL PRESIDENTS STAND WITH NPMHU LEADERSHIP

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The APWU and NRLCA opened their bargaining in February 2015. The Postal Service could not reach agreement with either union and impasses were declared. Hogrogian noted that the results could have an effect on mail handlers, depending on what happens. The impasse in the APWU bargaining apparently centered on the Postal Service's insistence on another new, even lower pay scale for career employees with severely reduced benefits and no COLA. Hogrogian said the NPMHU will provide behind the scenes assistance, to the extent we are asked and to the extent it is in the interest of mail handlers.

Shifting gears to NPMHU bargaining, Hogrogian noted that the National Agreement expires in May 2016 rather than the usual November date. In preparation, the Union conducted a bargaining strategy session on the third day of this SAMLU in Boston, MA. The Field Negotiating Committee will be meeting in Washington D.C. in October, when they will review and analyze all submitted proposals and will recommend the changes in the National Agreement that should be proposed by the NPMHU.

Hogrogian encouraged all in attendance to participate in the process, and use this opportunity to submit insightful and thought provoking proposals to the Field Negotiating Committee. A solicitation for proposals was mailed to all officers and stewards with the August Update; it is available on page 19 of this Mail Handler publication and also is posted on the website at [www.npmhu.org](http://www.npmhu.org). National bargaining with the USPS is set to kick off in February 2016.

Hogrogian went on to brief SAMLU attendees about the NPMHU's ongoing National arbitration and Step 4 docket; jurisdictional matters related to RI399; and the Postal Service's subcontracting initiatives at Surface Transfer Centers, Mail Transport Equipment Centers, and the bedloading project. Hogrogian noted that meetings discussing the possibility of returning this work to the mail handler craft are continuing. "It is still too early to announce any results, but we are continuing our efforts to bring at least some of this work back to the Postal Service," said Hogrogian. The discussions have started to approach the subject on a facility by facility

basis, with the Postal Service extending its current subcontracts for short periods of time to allow for additional discussions.

Hogrogian also briefed attendees on another front in the subcontracting battles, noting that the Non-Machineable Outsides or NMO pilot project has been completed, and the Postal Service has hired an outside consultant to examine the results and determine whether it wants to move forward. The consultant claims to have initially focused on transportation issues, and is just now thinking about labor costs. Another point of contention is the unlawfully low wages being paid in violation of the Service Contract Act.

Hogrogian also noted that the parties at the National level have been trying to revise or update the RI-399 Dispute Resolution Procedures for several months. Hogrogian led an energetic discussion covering the ramifications of a proposed National settlement—soliciting feedback from all Locals in attendance.

Lastly, Hogrogian addressed matters related to the recent jurisdic-

tional craft determination issued by the USPS naming the mail handlers as the primary craft for all duties associated with the operation of the SPSS or Small Parcel Sorting System. At the time of the President's report to the SAMLU body, Hogrogian could only report that the USPS had notified the NPMHU orally that it was contemplating a reversal of the craft determination issued on June 1, 2015. When commenting on the possibility that the USPS would reverse its position and renege on the June 1, 2105 award, Hogrogian said, "Such a reversal would defy all principles of good faith bargaining. If reversed, the NPMHU will do everything in its power to challenge this reversal, if it is ever announced or implemented, including but not limited to grievances under Article 7.2, appeals through the RI-399 procedures, and the filing of unfair labor practice charges with the NLRB." Hogrogian pledged, "No options are off the table, including legal action in federal court." Hogrogian's outrage resonated throughout the auditorium and was met with a standing ovation of support from those in attendance. (Editor's note: On Friday evening, after President





Contract Administration Department



(l-r) Local Presidents James Mills Sr. (298) and Alex Cervantes (320)



Legislative and Political Director Bob Losi



Local 304 Officers (l-r) Tim Manning (Recording Secretary) and Gloria Ward (Treasurer)



Local 303 Shop Steward Vicki Eady



SAMLU attendees gather in Boston, MA, to conduct the business of the Union



President Hogrogian takes questions from the assembly



Local 305 President Derrick Carr



Local 310 Officers (l-r) Augusta BP Robert Larmore Jr., Treasurer Reginald Riggins, Vice President Lisa Greer and President Andy Badilishamwalimu



(l-r) Local 300 President Kevin Tabarus and Local 306 Treasurer Kenneth Leftridge



(l-r) NPMHU National President Paul Hogrogian, Rep. Stephen Lynch (MA-8) and NALC National President Fredric Rolando



Connie Hegarty listens as husband delivers final closing remarks during retirement tribute to husband John



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Hogrogian's SAMLU report was delivered to Local Presidents, the USPS did reverse its SPSS jurisdictional determination.)

Following President Hogrogian, National Secretary-Treasurer Gardner provided a detailed presentation and entertained questions and comments on a variety of topics, including the NPMHU financial statements for the year ending December 31, 2014; an updated presentation and analysis related to Mail Handler complement, with particular emphasis placed on the importance of organizing our new MHAs; membership trends and revenue allocation among our Union's affiliated organizations; a review of cost-of-living and general wage adjustments provided under the 2011 National Agreement; the upcoming Finance Management Seminar; and Local Union planning and budgeting for upcoming events such as the NPMHU's quadrennial and LIUNA's quinquennial Conventions, both scheduled to occur in 2016. It is noteworthy that these Conventions occur in the same year only once every 20 years.

The attendees also heard a report from NPMHU Legislative and Political Director Bob Losi on various legislative and political efforts, including a comprehensive review of the 2015 Legislative

Conference. Notably, 105 participants collectively participated in 226 visits to members of Congress speaking on a variety of Union and Postal issues. Losi spoke at length about the consequences of appointments resulting from the 114th Congress and the implications of the new assignments to the Senate Committee on Homeland Security and Governmental Affairs and the House Committee on Oversight and Government Affairs. Losi also discussed House Resolution 54 and the bi-partisan move to restore service standards to those in effect on July 1, 2012; and H.R. 784 – the Protect Overnight Delivery Act. This bipartisan legislation would reinstate overnight postal delivery service and prevent the Postal Service from operating under the current, weaker delivery standards. Brother Losi encouraged all attendees to contact their Congressional Representatives and ask them to support and co-sponsor H. Res. 54 and H.R. 784. Bob also gave a comprehensive presentation on the status and impact of the NPMHU Political Action Committee (PAC), including his announcement of PACKie awards given to Locals 301, 333 & 334. In addition, Local 306 was awarded a PACKie for most improved Local, and finally, Local 310 was awarded the “prestigious” PACKie Ambassador award. “All

PACKie award winners exemplified extraordinary commitment to the NPMHU Political Action Committee,” said Losi.

Aetna's Director of National Accounts, Brad Corban, accompanied by Aetna Senior Director of Federal Plans Tom Bernatavitz and Aetna's Director of Federal Programs Sue Kohl, gave a comprehensive report on the status of the Mail Handlers Benefit Plan (MHBP). Brad presented on all matters related to the upcoming open season, updating attendees on membership trends in the Value, Standard, and Consumer Plans; the presentation also included updates on the status of our supplemental Dental and Vision products. Finally, Brad concluded with an overview on the strategic direction of the MHBP, focusing on the benefits of the Plan's transition to the Aetna network, member retention and new member acquisition, quality care, service levels, and future growth.

National CAD Representative and National Trainer Tim Dwyer provided attendees with a comprehensive update on the issues facing the Article 12 Task Force. CAD Manager T.J. Branch then provided a full report on the activities of that department since the last meeting of the Local Unions, addressing and taking questions on each of the

following issues: (1) National arbitrations and settlements; (2) MHA Representation; (3) the Contract Interpretation Manual (CIM); (4) Preparation for the 2016 National Agreement; (5) Cases Pending National Arbitration; (6) RI-399 – Jurisdictional Disputes; (7) the Small Package Sorting System (SPSS); (8) Grocery Delivery Test/Customized Delivery; (9) AI AFSM100/FSS Sit Stools; (10) the Pilot Test of Outsourcing at NDCs – NMO Initiative; (11) Subcontracting Committee Activities; (12) the Cyber Breach of USPS Data; (13) Changes to Handbook EL-312; and (14) Network Rationalization – Consolidating/Closing of Postal Plants and Hubs.

On the final day of the SAMLU, President Hogrogian and CAD Manager T.J. Branch, together with General Counsel Bruce Lerner, conducted a comprehensive strategy session in preparation for national bargaining in 2016. Attendees discussed and debated a plethora of topics related to the National Agreement.

Overall, the three-day meeting was well-received, resulting in a lively exchange of opinions and ideas. The next Semi-Annual Meeting of the Local Unions is scheduled for February 2016 in New Orleans, LA.



(l-r) NALC Chief of Staff Jim Sauber, Rep. Stephen Lynch (MA-8), Former National NPMHU President John Hegarty, NALC National President Fredric Rolando, LIUNA General President Terry O'Sullivan, and LIUNA General Secretary-Treasurer Armand Sabitoni



Former President John Hegarty presented with a proclamation giving him the honorary title of National President Emeritus