

The Mail Handler



MAIL HANDLERS PREPARE *for* **Uncertain Future**

Mail Handlers from Across the Country Gathered in Washington DC for a Comprehensive Training Session on the Provisions of Article 12

Fall 2014

The Mail Handler

The Quarterly Publication of the National Postal Mail Handlers Union

Fall 2014

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NPMHU Launches New Mobile Website

The NPMHU is proud to announce the launch of its mobile friendly website. As the Smartphone and tablet markets continue to grow, it is extremely important to ensure that our members and visitors are served website content properly formatted for mobile devices giving them the best user experience possible. The new interface will adapt to your screen size and resolution to provide a cleaner and easier to navigate the www.npmhu.org website.



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FIGHTING FOR OUR FUTURE

Dear Members,

As this issue goes to press, the mid-term elections are over, and voters have had their say. What this means for Mail Handlers, and the U.S. Postal Service remains to be seen. What we need to do at the National level is to continue to press for meaningful postal reform that does not degrade service. We intend to do just that, and we will need your help. Please stay informed by visiting the NPMHU web site at www.npmhu.org, and take action on the important issues that are highlighted.

Another item that is unclear as I write this Article is the proposal to close and/or consolidate another eighty-two mail processing facilities starting in January 2015. We have been fighting this ill-conceived plan since it was first announced this past June, and will continue to fight in the hopes of stopping the Postal Service from making a fatal mistake.

First, let's look at the impact on Mail Handlers and other dedicated postal employees. Depending on the distance to the "gaining facilities," many postal employees may be faced with the choice of moving their entire household just to keep their job with the USPS. For some, it's not an option. Other employees have put up with changes of hours, and even tours, sometimes several times, as management tries to "manage the mail." That is no way to treat a trusted employee, who has been working hard for his or her entire career to "get the mail out."

Next, how about the impact on service and on our customers? This next round of closings and consolidations will eliminate all overnight service standards for first-class mail, and further degrade standards for other classes of mail. That does not sound like good customer service



JOHN F. HEGARTY, National President

"The stakes are high, and we intend to do everything in our power to derail this misguided plan."

to me. Why doesn't the Postal Service realize that we should be growing the business, and not driving customers away?

The stakes are high, and we intend to do everything in our power to derail this misguided plan. There simply is no basis for degrading service when mail volume is growing and the Postal Service is operating at a surplus.

While working hard to stop the closings and consolidations, the National Office also realizes that some movement of employees is going to happen sooner or later. To ensure that your representatives in the field have all of the most up-to-date information they need to protect



your contractual rights, we conducted a special “Article 12 Training Program” in Washington, DC on October 30, 2014. I want to thank our Article 12 experts, T.J. Branch, Paul Hogrogian, and Tim Dwyer for their expertise, and for preparing the Local Union representatives who will have to deal with the myriad issues surrounding Article 12. The entire Regional and National Contract Administration Department now stands ready to ensure that management follows all of the rules governing the movement of employees, both within and, if necessary, between facilities. You can read a more detailed description of this important training session later in this issue.

In closing, as we approach the end of the year, I wish you and your loved ones a safe, happy, and

healthy holiday season. Despite management’s best efforts to ruin it for some, we are hoping for the best.

In Solidarity,

John F. Hegarty
National President

“There simply is no basis for degrading service when mail volume is growing and the Postal Service is operating at a surplus.”

JDRF Seeks to Raise Awareness for T1D This November

Juvenile Diabetes Research Foundation (JDRF) was founded by parents of children with type 1 diabetes (T1D) more than 40 years ago. For much of that time, JDRF has been the official charity sponsored by the National Postal Mail Handlers Union. November marks the start of a month-long series of activities aimed at raising diabetes awareness and calling for urgent action to tackle the diabetes epidemic.

The largest type 1 diabetes (T1D) fundraising event for life-changing research is taking a step in a new direction. This spring, your local JDRF Walk will become a JDRF One Walk with a brand new look and a renewed emphasis on progress toward our goal to create a world without T1D. JDRF has changed the name of their flagship fundraising event to communicate the focus on a single goal: creating a world without type 1 diabetes (T1D). The new name, bold look, and enhanced fundraising support at this year’s JDRF One Walk reflect the powerful impact you can make by joining the global leader in T1D research. We believe that with your support we can turn Type One into Type None! Please visit the JDRF website at www.JDRF.org to see all the news and updates, and watch for updated walk and sponsorship information in upcoming Union publications.



ON THE MONEY

WAGES, DUES AND THE BUDGET

Included in this magazine is a copy of the audited financial statements covering the years ending on December 31, 2012 and December 31, 2013. Despite a sizable reduction in our regular membership over recent years — due to downsizing efforts by the USPS, normal attrition of our Mail Handler workforce, and two retirement incentive opportunities occurring in 2009 and 2012 — the financial health of your National Union remains strong. And with the lion's share of all dues money received, combined with supplemental revenue streams provided by the National Union, our Local Unions continue to have the resources available to provide quality representation to our members.

As you might imagine, after a couple decades of generating annual surpluses in its financial operations, the National Union has had to make adjustments in recent years to account for its decreasing revenue. This dramatic shortfall in revenue, combined with continued and increased funding of many important training programs (delivered at both the National and Local Union levels), costly modernization of the National Union's many important computer and software systems, payment of all per-capita taxes to our affiliated unions, continuation of scholarship and other valuable programs funded by the National Union, and additional supplemental revenue streams to the Local Unions, has resulted in a few consecutive years in which we experienced financial deficits. But we are now turning the corner, as our financial picture continues to improve moving forward.

The NPMHU has continued its strong organizing efforts at the National, Local, and Branch level, and we continue to maintain a very impressive voluntary membership percentage. Membership is important not only to demonstrate to our foes that we are a Union united in cause and strength, but also because our membership dues dollars provide the financial wherewithal to fight our

collective battles, no matter the arena of those fights. Provisions in the Union's Constitution also allow for modest membership dues increases, which are tied to wage increases for our members. Those small increases help fund the important programs at every level of the Union. Twenty percent of any membership dues increase is retained by the National Union, and the November 2013 and scheduled November 2014 dues increases certainly help as we work to further improve the financial stability of the National Union.

Also included in this magazine is a copy of the updated Mail Handler wage chart, reflecting the guaranteed wage increases to be received by all Mail Handlers effective on November 15, 2014 (PP25-2014). This latest wage increase is the second of three guaranteed wage increases called for in the 2011 National Agreement. These updated wage charts also are available online at www.npmhu.org.

The printed wage charts for all career Mail Handlers are included in Table One — which reflects wages for all steps at Grades 4 and 5 for Mail Handlers with career appointments prior to February 15, 2013 — and in Table Two — showing wage rates at Grades 4 and 5 for all Mail Handlers with career appointments on or after February 15, 2013.

For all career Mail Handlers, these charts reflect a total increase of 1.5%. Specifically, in accordance with Article 9.1 of the 2011 National Agreement, "[t]he basic annual salary schedule, with proportional application to hourly rate employees, for all grades and steps for those employees covered under the terms and conditions of this Agreement shall be increased as follows: Effective November 15, 2014 — the basic annual salary for each grade and step of Table One and Table Two shall be increased by an amount equal to 1.5% of the basic annual salary for the grade and step in effect on February 15, 2013."



MARK A. GARDNER, National Secretary-Treasurer

In accordance with Article 9.7 of the 2011 National Agreement, Mail Handler Assistant (MHA) employees will receive not only the 1.5% increase outlined in Article 9.1, but also will receive an additional 1% increase, for a total hourly wage increase of 2.5% to be effective on November 15, 2014.

The 2011 National Agreement is set to expire on May 20, 2016. Prior to that expiration, career Mail Handlers will receive an additional 1.0% guaranteed wage increase (a 2.5% total increase to the MHA hourly rate) to be effective on November 14, 2015. In addition to the guaranteed wage increases, career Mail Handlers also have three additional, potential cost-of-living adjustments (COLAs) between now and the expiration of the 2011 National Agreement. Depending on inflation in the U.S. economy, Mail Handlers could possibly receive COLA increases in March of 2015, September of 2015, and March of 2016. The National Office will generate and distribute updated wage charts to reflect each and every increase to Mail Handler wage rates.

Thank you for your continued support of, and active involvement with, the National Postal Mail Handlers Union. In Unity there is Strength!

Fraternally,



Mark A. Gardner
National Secretary-Treasurer

ALL MAIL HANDLERS TO RECEIVE GUARANTEED WAGE INCREASE EFFECTIVE NOVEMBER 15, 2014

Effective on November 15, 2014, all career Mail Handler craft employees are scheduled to receive the second of three guaranteed wage increases, as outlined in Article 9.1 of the 2011 National Agreement. Specifically: “the basic annual salary schedule, with proportional application to hourly rate employees, for all grades and steps for those employees covered under the terms and conditions of this Agreement shall be increased as follows: Effective November 15, 2014 — the basic annual salary for each grade and step of Table One and Table Two shall be increased by an amount equal to 1.5% of the basic annual salary for the grade and step in effect on February 15, 2013.” Please note that all Mail Handler Assistant (MHA) employees will receive an additional 1.0% increase, for a total increase of 2.5% effective on November 15, 2014. The following wage charts reflect these wage increases.

Mail Handler Wage Rates — Effective November 15, 2014 (PP25-2014)

Table 1 - Applicable to Career Appointments Prior to February 15, 2013

Grade 4						Grade 5					
Weeks in Step	Step	Annual	Bi-Weekly	Hourly	Overtime	Weeks in Step	Step	Annual	Bi-Weekly	Hourly	Overtime
88	AA	\$35,171	1,353	16.91	25.36	88	AA	\$36,755	1,414	\$17.67	\$26.51
88	A	\$39,653	1,525	19.06	28.60	88	A	\$41,240	1,586	\$19.83	\$29.74
88	B	\$45,289	1,742	21.77	32.66	88	B	\$47,262	1,818	\$22.72	\$34.08
44	C	\$47,955	1,844	23.06	34.58	44	C	\$49,999	1,923	\$24.04	\$36.06
44	D	\$51,876	1,995	24.94	37.41	44	D	\$52,646	2,025	\$25.31	\$37.97
44	E	\$52,190	2,007	25.09	37.64	44	E	\$52,989	2,038	\$25.48	\$38.21
44	F	\$52,513	2,020	25.25	37.87	44	F	\$53,336	2,051	\$25.64	\$38.46
44	G	\$52,825	2,032	25.40	38.09	44	G	\$53,669	2,064	\$25.80	\$38.70
44	H	\$53,147	2,044	25.55	38.33	44	H	\$54,015	2,078	\$25.97	\$38.95
44	I	\$53,462	2,056	25.70	38.55	44	I	\$54,361	2,091	\$26.14	\$39.20
34	J	\$53,787	2,069	25.86	38.79	34	J	\$54,701	2,104	\$26.30	\$39.45
34	K	\$54,100	2,081	26.01	39.01	34	K	\$55,041	2,117	\$26.46	\$39.69
26	L	\$54,421	2,093	26.16	39.25	26	L	\$55,380	2,130	\$26.63	\$39.94
26	M	\$54,738	2,105	26.32	39.47	26	M	\$55,727	2,143	\$26.79	\$40.19
24	N	\$55,065	2,118	26.47	39.71	24	N	\$56,071	2,157	\$26.96	\$40.44
24	O	\$55,371	2,130	26.62	39.93	24	O	\$56,408	2,170	\$27.12	\$40.68
	P	\$55,692	2,142	26.78	40.16		P	\$56,750	2,183	\$27.28	\$40.93

Table 2 - Applicable to Career Appointments on or after February 15, 2013

Grade 4						Grade 5					
Weeks in Step	Step	Annual	Bi-Weekly	Hourly	Overtime	Weeks in Step	Step	Annual	Bi-Weekly	Hourly	Overtime
52	BB	\$31,986	\$1,230	\$15.38	\$23.07	52	BB	\$33,446	\$1,286	\$16.08	\$24.12
52	AA	\$33,380	\$1,284	\$16.05	\$24.07	52	AA	\$34,816	\$1,339	\$16.74	\$25.11
52	A	\$34,774	\$1,337	\$16.72	\$25.08	52	A	\$36,187	\$1,392	\$17.40	\$26.10
52	B	\$36,169	\$1,391	\$17.39	\$26.08	52	B	\$37,559	\$1,445	\$18.06	\$27.09
52	C	\$37,563	\$1,445	\$18.06	\$27.09	52	C	\$38,929	\$1,497	\$18.72	\$28.07
52	D	\$38,958	\$1,498	\$18.73	\$28.09	52	D	\$40,300	\$1,550	\$19.38	\$29.06
52	E	\$40,353	\$1,552	\$19.40	\$29.10	52	E	\$41,671	\$1,603	\$20.03	\$30.05
52	F	\$41,747	\$1,606	\$20.07	\$30.11	52	F	\$43,042	\$1,655	\$20.69	\$31.04
52	G	\$43,142	\$1,659	\$20.74	\$31.11	52	G	\$44,412	\$1,708	\$21.35	\$32.03
52	H	\$44,537	\$1,713	\$21.41	\$32.12	52	H	\$45,784	\$1,761	\$22.01	\$33.02
52	I	\$45,930	\$1,767	\$22.08	\$33.12	52	I	\$47,153	\$1,814	\$22.67	\$34.00
52	J	\$47,324	\$1,820	\$22.75	\$34.13	52	J	\$48,525	\$1,866	\$23.33	\$34.99
52	K	\$48,720	\$1,874	\$23.42	\$35.13	52	K	\$49,897	\$1,919	\$23.99	\$35.98
52	L	\$50,113	\$1,927	\$24.09	\$36.14	52	L	\$51,266	\$1,972	\$24.65	\$36.97
52	M	\$51,508	\$1,981	\$24.76	\$37.15	52	M	\$52,638	\$2,025	\$25.31	\$37.96
52	N	\$52,903	\$2,035	\$25.43	\$38.15	52	N	\$54,009	\$2,077	\$25.97	\$38.95
52	O	\$54,297	\$2,088	\$26.10	\$39.16	52	O	\$55,379	\$2,130	\$26.62	\$39.94
	P	\$55,692	\$2,142	\$26.78	\$40.16		P	\$56,750	\$2,183	\$27.28	\$40.93

Mail Handler Assistant (MHA) Hourly Wage Rates — Effective November 15, 2014 (PP25-2014) | MHA Grade 4—\$14.37 | MHA Grade 5—\$15.15

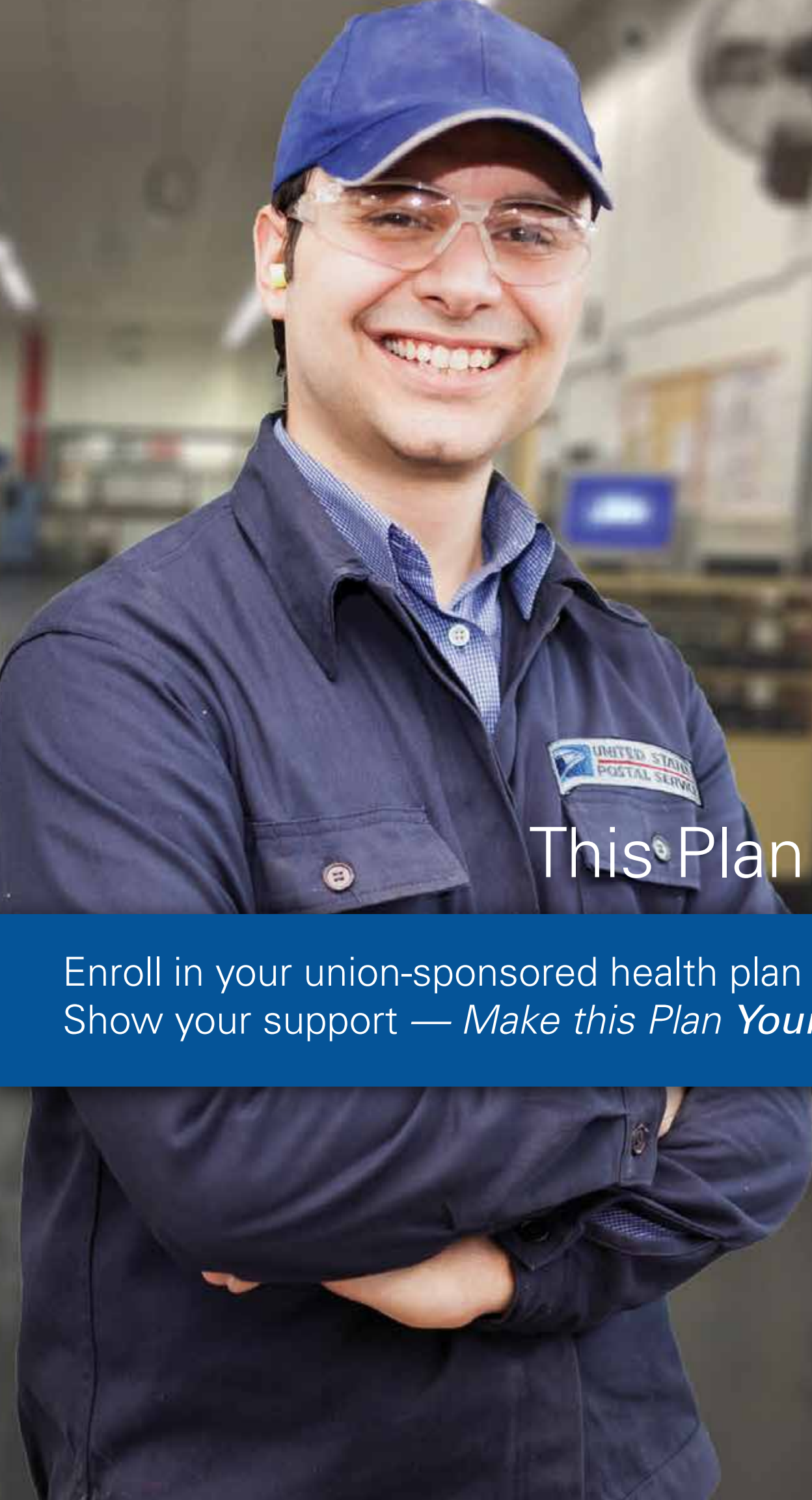
NATIONAL POSTAL MAIL HANDLERS UNION A DIVISION OF LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

Audited Financial Statements

DECEMBER 31, 2013 AND 2012

STATEMENTS OF FINANCIAL POSITION		
ASSETS		
CURRENT ASSETS	2013	2012
Cash and cash equivalents	\$5,430,174	\$8,802,284
Accounts receivable - local unions	26,649	27,874
Accounts receivable - other	792,439	877,376
Tax refunds receivable	943,171	-
Interest receivable	79,432	89,901
Loans to local unions	294,339	355,113
Prepaid expenses	<u>205,177</u>	<u>349,074</u>
	7,771,381	10,501,622
LONG-TERM RECEIVABLES		
Loans to local unions	<u>396,848</u>	<u>650,464</u>
INVESTMENTS		
Marketable securities - at fair value	<u>26,349,023</u>	<u>27,898,861</u>
FIXED ASSETS		
Furniture, fixtures and equipment	1,286,332	1,323,295
Automobiles	94,087	94,087
Leasehold improvements	291,600	291,600
Land	348,590	348,590
Building	<u>339,942</u>	<u>339,144</u>
	2,360,551	2,396,716
Accumulated depreciation and amortization	(1,443,434)	(1,467,963)
	917,117	928,753
OTHER ASSETS		
Inventory of promotional items	71,939	80,375
Deposits	<u>97,292</u>	<u>102,506</u>
	<u>169,231</u>	<u>182,881</u>
TOTAL ASSETS	\$35,603,600	\$40,162,581
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$1,551,593	\$2,201,603
Dues collected for local unions	944,931	1,059,680
Deferred dues revenue	374,554	419,615
Deferred rent abatement	-	12,239
Taxes payable	-	<u>423,195</u>
	2,871,078	4,116,332
LONG-TERM LIABILITIES		
Deferred rent abatement	336,348	-
Security deposit - sublease	9,377	9,377
Net unfunded pension liability	<u>960,531</u>	<u>1,135,723</u>
	<u>1,306,256</u>	<u>1,145,100</u>
TOTAL LIABILITIES	4,177,334	5,261,432
UNRESTRICTED NET ASSETS	31,426,266	34,901,149
TOTAL LIABILITIES AND NET ASSETS	\$35,603,600	\$40,162,581

STATEMENTS OF ACTIVITIES		
REVENUE	2013	2012
Per capita assessments		
Member per capita	\$5,299,507	\$6,162,112
Associate per capita	<u>1,273,835</u>	<u>1,392,233</u>
	6,573,342	7,554,345
MHBP service fee	6,227,768	6,598,786
Investment income (loss)	(391,132)	668,143
National Billing Program	181,664	198,047
Royalties	870,408	1,139,930
Rental income	126,587	117,216
Sale of promotional items	13,524	38,273
Miscellaneous	<u>51,981</u>	<u>4,163</u>
	13,654,142	16,318,903
EXPENSES		
Per capita taxes	2,578,917	2,645,417
Salaries	3,648,835	4,074,899
Payroll taxes and employee benefits	1,921,678	1,995,027
Revenue Sharing Program	2,500,425	2,836,690
Income and property taxes	1,522,887	1,785,784
Professional fees	995,108	1,548,139
Rent	728,721	781,181
Printing and publications	678,503	488,110
Travel and lodging	515,167	533,847
Office supplies and postage	423,732	315,444
Meetings and conferences	673,086	505,987
Depreciation and amortization	114,251	111,789
Bank charges	70,636	104,132
Telephone	110,401	115,908
Scholarships	74,500	84,733
Leased equipment	40,384	53,709
Miscellaneous	56,623	166,719
Insurance and bonding	55,170	52,433
Computer services	43,799	50,564
Repairs and maintenance	38,419	31,733
Automobile and housing	100,948	92,232
Promotional items	14,178	36,666
Charitable contributions	153,787	119,831
Election	-	176,363
Convention	-	<u>1,919,559</u>
	17,060,155	20,626,896
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	(3,406,013)	(4,307,993)
Pension-related changes other than net periodic pension cost	(68,870)	(243,022)
INCREASE (DECREASE) IN NET ASSETS	(3,474,883)	(4,551,015)
UNRESTRICTED NET ASSETS AT BEGINNING OF YEAR	34,901,149	39,452,164
UNRESTRICTED NET ASSETS AT END OF YEAR	\$31,426,266	\$34,901,149



Open to **Everyone**

MHBPSM

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This Plan is *Your* Plan

Enroll in your union-sponsored health plan this Open Season!
Show your support — *Make this Plan Your Plan*

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Don't miss your opportunity to make MHBP *Your Plan*

Open Season ends December 8, 2014

	MHBP 2014 Rates	Enrollment Code	Postal Category 1 Biweekly
value	Self Only	414	\$44.92
	Self and Family	415	\$107.09
standard	Self Only	454	\$78.62
	Self and Family	455	\$194.64
consumer	Self Only	481	\$50.74
	Self and Family	482	\$114.96

These rates do not apply to all enrollees. If you are in a special enrollment category, please refer to your Guide to Federal Benefits or contact the agency that maintains your health benefits enrollment.

Service you deserve

- 24/7 customer service from knowledgeable staff
- Nationwide access to network providers
- Claims paid quickly and accurately
- No enrolling with a primary care doctor
- No referrals required to see specialists
- Plenty of extra savings and discount programs

Value Plan

When you want basic preventive care, but still need protection from catastrophic expenses at an affordable premium, MHBP Value Plan is the right fit. Routine doctor visits, prescription drugs and unexpected trips to the emergency room are all covered.

Consumer Option

If you like being in control and can handle paying for your health care to the point of meeting your deductible, MHBP Consumer Option may be just what you've been looking for. Your preventive care is paid for entirely, and you get up to \$1,690 tax-free put into a health savings account that you can spend or save.

Standard Option

When your needs go beyond the basics and you require more comprehensive coverage, MHBP Standard Option will help make your out-of-pocket expenses more predictable while providing robust benefits for the unpredictable.

Dental and Vision Plans*

Enhance your medical coverage with optional Dental and Vision plans, even if you're not in an MHBP health plan. All FEHBP members are eligible for this comprehensive and flexible dental coverage at affordable group rates. And you don't have to wait for Open Season to enroll – you can enroll any time.

Start by requesting your 2015 information kit
www.MHBP.com | 1-800-410-7778

* These benefits are neither offered or guaranteed under contract with the FEHBP, but are made available to all Mail Handlers Benefit Plan enrollees and their covered family members. The dental and vision plans are open to all FEHBP enrollees and their covered family members. You cannot file an FEHBP disputed claim about them. The premiums and fees you pay for these services do not count toward FEHBP deductibles or out-of-pocket maximums. Dental is underwritten by First Health Life and Health Insurance Company and Cambridge Life Insurance Company. Benefits are not provided for services rendered outside the 50 United States and the District of Columbia.

This is a summary of the Mail Handlers Benefit Plan. Before making a final decision, please read the 2015 official Plan brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2015 official Plan brochures. © 2014 Aetna, Inc. All rights reserved.

Open to Everyone

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ARTICLE



TRAI



National President John Hegarty delivers remarks to Article 12 training attendees



Local 300 President and Northeastern Region Vice President Paul Hogrogian



National CAD Representative Tim Dwyer



CAD Manager Thomas (TJ) Branch



Paul Hogrogian conducts simulated excessing exercise with attendees

On October 30, 2014, the NPMHU conducted a comprehensive training program focusing on the provisions of Article 12 of the National Agreement, dealing with the principles of seniority, posting, and reassignments. This program, held in Washington, DC with attendees from virtually all of the Local Unions, was especially timely given the Postal Service's announced plans to close and/or consolidate up to 82 mail processing facilities during 2015.

The discussions were led by Northeast Regional Vice President, Local 300 President, and National Trainer Paul Hogrogian, CAD Manager T.J. Branch, and National CAD Representative Tim Dwyer. These three representatives, who also comprise the Union's membership on the Article 12 Task Force, are working diligently to guarantee that all mail handlers receive all of the contractual protections they possess under Article 12, and to further ensure that Article 12 is being implemented on a fair and equitable basis throughout the country. As the trainees learned on October 30, several important issues are presented by the Postal Service's plans to close and/or consolidate some of its mail processing centers.

Area Mail Processing (AMP) initiatives have been going on for the last several years, but these latest plans are different in many respects. On June 30, 2014, the Postal Service announced that it would implement Phase 2 of its "Network Rationalization" Plan, which includes the consolidation and/or closure of up to 82 processing centers. These facilities have been targeted for closure and/or consolidation for years, but the actions could not be implemented until the USPS changed its delivery service standards. The Postal

Service has now announced its intention to change the service standards effective January 5, 2015. Not coincidentally, the Postal Service also announced its intention to begin the consolidations/closures on January 10, 2015. The Postal Service will implement these plans throughout Fiscal Year 2015, with the final changes planned for September 2015.

The NPMHU vigorously opposes the Postal Service's ill-conceived plans. The National Office and the NPMHU Local Unions have been implementing several methods to fight the Postal Service's plans, many through coordinated efforts with the other major postal unions. As a member of the Postal Union Alliance, the NPMHU has been working with our sister Unions (the APWU, the NALC, and the NRLCA) to present a united front against these consolidations and closures. The Postal Union Alliance has focused on organizing opposition (community groups, other unions, elected officials, etc.) to the consolidations. The Alliance also will be conducting various "Days of Action" to mobilize our members and allies to express our opposition.

The NPMHU has increased its efforts to convince our Congressional Representatives to pass meaningful postal reform legislation that would

NING

keep the current service standards in effect, thereby preventing the closure and/or consolidation of most of the installations on the list of 82 installations now scheduled to be closed and/or consolidated.

The National Office has initiated a Step 4 grievance concerning violations arising from the Postal Service's plans to close or consolidate the 82 installations. The grievance cites violations of the Handbook PO-408, which contains Area Mail Processing Guidelines. In short, it is the NPMHU position that the Postal Service's current plans to close or consolidate mail processing facilities during 2015 are based on untimely AMP processes resulting in essentially meaningless AMP studies and reports. Many of the studies and reports were conducted in 2011. Local Unions directly affected by the proposed closures or consolidations are encouraged to file similar grievances locally and hold those grievances at Step 2 pending resolution of the National-level dispute.

While the NPMHU actively opposes the closings and consolidations through these strategies (collective opposition, legislative efforts, days of action, grievances, etc.), we must also actively prepare to enforce the provisions of Article 12 should the Postal Service decide to proceed with its ill-advised plans by closing and/or consolidating all or some of the facilities. Even if the Postal Service delays the implementation of its plans, the training about how to implement Article 12 is vital to ensure that the rights of all members are protected in view of the very likely scenario that these closures/consolidations are reintroduced again in some form in the future. ➤



(l-r) National President John Hegarty, General Counsel Bruce Lerner, CAD Manager Thomas (TJ) Branch, Local 300 President and Northeastern Region Vice President Paul Hogrogian, and National CAD Representative Tim Dwyer

As a member of the Postal Union Alliance, the NPMHU has been working with our sister Unions (the APWU, the NALC, and the NRLCA) to present a united front against consolidations and closures.





Local 334 President
Sheldon D. Adams



Local 329 President
John (J.R.) Macon



Local 307 President
Jim Haggarty



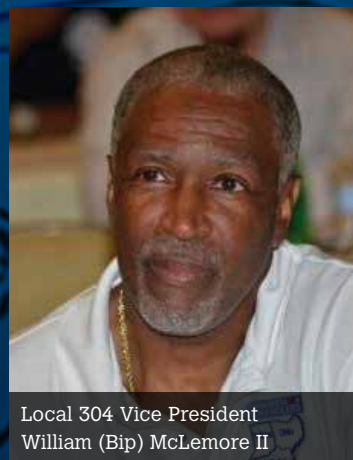
Local 325 Gulfport MS Branch
President Joey Breland



Local 307 SEBM
Rita Tripp



Local 321 President
Cindy Hoehl-Rinker



Local 304 Vice President
William (Bip) McLemore II

The training was well received and resulted in a stimulating exchange of ideas, opinions, and concepts.

The following are some of the topics that were discussed during the training:

Seniority Issues: The training discussed the various issues concerning seniority issues as they relate to voluntary and involuntary reassignments.

Rate Protection: The training discussed the various CIM and ELM provisions which provide rate protection when an employee's duty assignment is eliminated and that employee is assigned to a lower level position.

Severance Pay/Discontinued Service Annuity: These protections and benefits are sometimes available to a Mail Handler who decides that it is in his or her best interest to refuse an involuntary reassignment, sometimes referred to as an involuntary separation, if the reassignment was outside of the employee's commuting area.

Principles of Reassignment: When a Mail Handler is reassigned or exceeded to another installation, Article 12 and the Contract Interpretation Manual (CIM) provide most of the governing rules. The starting point is the general principle contained in Article 12 – that the dislocation and inconvenience to full-time regular and part-time flexible and part-time regular employees shall be kept to a minimum consistent with the needs of the Postal Service. The Union must be notified in advance (60 days when relocation benefits are applicable or 30 days when relocation benefits are not applicable). Such notices shall be provided to the Union at the Regional level. In addition, the affected Mail Handlers are entitled to an advance notice of 60 days when relocation benefits are applicable and 30 days when relocation benefits are not applicable before the Postal Service makes involuntary details or reassignments from one installation to another.

Relocation Benefits: Relocation benefits are available to employees who are subject to excessing and whose new commute is 50 miles

or greater than their old commute. Relocation benefits include expenses for moving, mileage, per diem, and reimbursement for movement of household goods, as appropriate.

Article 12.6C1 through Article 12.6C3: The training covered the Article 12 provisions that deal with the specific actions of Discontinuance of an Independent Installation, Consolidation of an Independent Installation, and Transfer of a Facility to the Jurisdiction of another Installation or made an Independent Installation.

Reassignment Within an Installation of Employees Excess to the Needs of a Section: The training also discussed the contractual provisions that control the reassignment of employees whose duty assignments are abolished and who are reassigned to other sections within the installation. A demonstration of the Expedited Selection Process was provided to all attendees.

Reduction in the Number of Employees in an Installation: The training thoroughly covered the Article 12 provisions that govern the involuntary reassignment of employees from one installation to another.

Centralized Mail Processing and/or Delivery Installation: The training covered the Article 12 provisions specific to Centralization of Mail Processing Operations and Area Mail Processing initiatives.

Reassignment of PTF Employees: The training discussed the provisions that control the reassignment of PTF employees from those installations in which the PTF position still exists.

Various Memoranda of Understanding (MOUs): Discussions were held on the various Memoranda of Understanding (MOUs) related to Article 12 issues.

The training was well received and resulted in a stimulating exchange of ideas, opinions, and concepts among the trainers, the National Officers and CAD staff, and the Local Union representatives from around the nation.



Hegarty Addresses Leadership Conference of the Laborers' International Union of North America

National President John Hegarty was honored with the opportunity to address Union leaders, guests, and attendees at the most recent LIUNA Leadership Conference. Hegarty spoke about the issues facing mail handlers and all postal employees — highlighting our battles and opposition to proposed plant closures, consolidations and the Postal Service's never-ending agenda to subcontract good postal jobs. Hegarty spoke about the renewed partnership and alliance among all Postal Unions and our basic objective to work together on many of the important issues facing the Postal Service and its employees. “Much of our focus extends to Capitol Hill. We’ve reached out across both sides of the aisle to get support for legislation that would stop the Postal Service from making any more cuts, while encouraging them to grow the business through innovation,” said Hegarty. “Getting good postal legislation, and electing worker friendly and postal friendly Senators and Representatives this fall will be key to solving many of our big problems.”



Hegarty also spoke about preparations for upcoming contract negotiations, and how this and the Service's proposal to close 82 plants relate to the USPS claims of poverty. In reality, the Postal Service has been operating with a surplus from its operations for almost two years, yet each month and each quarter the USPS releases disingenuous information showing continuing deficits. “We’ve got a fight on our hands, but we’ve never backed down from a fight, and we’re not about to start now. We intend to continue to fight these ill-advised plans to reduce service to the American public, and we are fighting to win,” said Hegarty.

2014 PAC

INCENTIVE AWARDS



2014 PAC incentive Awards will be distributed based on your total annual contributions posted as of December 31, 2014

<u>Level</u>	<u>Donation</u>	<u>Award</u>
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Cap
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Leather Handbag
Ambassador	\$500	PAC Sunglasses



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.

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. 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.

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

PostalEASE BY TELEPHONE:

Dial 1-877-4PS-EASE—(877-477-3273) and follow the prompt for the Employee Services Main Menu.

When prompted Press #1 for PostalEASE
When prompted, enter your eight-digit USPS employee identification number.
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.)

When Prompted, Choose Option #2 (to select payroll allotments)
Then Choose Option #1 (to select allotments)

When prompted Press #2 to continue
When prompted Press #3 to add the allotment
When prompted for the routing number enter 054001220
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).

Press #1 if correct
When prompted Press #1 for “checking”

When prompted, input the bi-weekly dollar amount of your PAC allotment.
Press #1 if correct
When prompted Press #1 to process
You will be provided a confirmation number as well as the start date for the salary allotment.

For your records: Record the confirmation number _____

Record the start date of the salary allotment _____

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

Enter your eight-digit USPS Employee ID Number and your USPS PIN

Follow the link to PostalEASE—you will again be asked to enter your Employee ID Number and USPS PIN

Follow the link for PAYROLL- Allotments/NTB
Continue to the ALLOTMENTS section

Your ROUTING TRANSIT NUMBER is: 054001220

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).

For ACCOUNT TYPE—please select “CHECKING”

When prompted, please input the AMOUNT that you would like to contribute to the PAC each pay period.

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.



(cut here and return to NPMHU PAC. Please refer to page 14 of this magazine to see the 2014 Incentive Awards.)

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 the P.O. Box listed below.
Please enclose your check or money order, or provide authorization to charge your credit card.

Here is my contribution of (please circle one): \$26 (Member) \$52 (Sponsor)
\$100 (Activist) \$250 (Leader) \$500 (Ambassador) other amount _____.

Name: _____

Address _____

City _____ State _____ Zip _____

____ VISA ____ MasterCard

Acct. # _____ Expiration Date: _____

____ Please charge my credit card as indicated above.

MAIL TO: Mail Handlers PAC, P.O. Box 65171, Washington, DC 20035
If necessary, you may FAX your credit card authorization to: 202.785.9860

Signature: _____



Union Plus Introduces Mortgage Veterans Grant for Those Who Served

Union Plus provides more than 30 benefits and services to NPMHU members

WASHINGTON, D.C. –The American dream of homeownership is far too often out of reach, especially for those who make significant sacrifices to protect our country. Union Plus wants to make the dream of homeownership a reality for hard working Mail Handlers who have served in our armed forces.

Union Plus, an arm of the AFL-CIO which provides more than 30 member benefits and services to current and retired NPMHU members, is offering a new **Union Plus Mortgage Veterans Grant** to provide qualified union member veterans with \$1,000 to help offset the costs of a down payment.

“There are over two million union veterans in this country; they give so much and their families deserve to live in a great home,” Leslie Tolf, president of Union Plus, said. “The \$1,000 Union Plus Mortgage Veterans Grant will help them continue to be part of the middle class and live in a secure house.”

The Veterans Grant is part of the **Union Plus Mortgage program**, with financing provided by Wells Fargo Home Mortgage, which has provided \$43.6 billion in mortgages to help more than 200,000 union members and their families buy or refinance a home. It is packed with unique benefits tailored to meet the needs of active or retired union members, as well as their parents and children.

Some of the other benefits of the Union Plus Mortgage program include:

- **Hardship Assistance** – Union Plus Mortgage Assistance helps members and their families who are unemployed, recently disabled, on strike, or locked out make their mortgage payments with interest-free loans and grants. Mortgage Assistance has provided almost \$10 million to help members keep their loans current and stay in their homes.
- **Award Card** – Union members and their families may receive a \$500 Wells Fargo My Mortgage GiftSM award card after closing on a purchase or refinance loan.¹
- **Incentive for First-Time Home Buyers** – Union members who are first-time buyers can apply

for a \$500 First-Time Home Award from Union Plus. Active or retired union members who used the Union Plus Mortgage program to purchase their first home are eligible to apply. They simply need to fill out an application and provide a short, written description of their Union Plus Mortgage program experience and why home ownership matters.

NPMHU members are also eligible to apply for a **Union Plus Credit Card**. The Union Plus Credit Card program features three credit card choices, including two cards that earn unlimited 1.5% cash rewards on every purchase.

After just three months, eligible Union Plus cardholders also have access to exclusive assistance grants², including:

- **Job Loss Grant** of \$300 aids eligible cardholders who have recently been laid off.
- **Strike Grant** of \$300 provides assistance to eligible cardholders who are on a union-sanctioned strike or experiencing a lockout.
- **Disability Grant** of \$1,600 to \$2,700 helps eligible cardholders who have lost significant income due to a long-term illness or disability.
- **Hospital Grant** of \$1,200 aids eligible cardholders with large, unreimbursed hospital expenses.

All NPMHU members are also eligible to save 15 percent on select wireless plans with the **Union Plus AT&T Wireless Discount**, the nation’s only unionized wireless carrier. Additionally, Union Plus Credit Card holders are eligible to receive up to a \$100 rebate on the purchase of a new smartphone, as well as up to a \$150 rebate when switching from non-union wireless providers to AT&T.

As a Mail Handler, you are connected to more than 30 member benefits and services offered by Union Plus. They include savings on financial products, home and technology products, health services, travel and entertainment, automotive, legal services and education. To learn more about all of the benefits and services offered to NPMHU members, visit UnionPlus.org.

Eligible individuals can receive the Wells Fargo **My Mortgage GiftSM** promotion in the amount of \$500.00 approximately 6 weeks after closing on a new purchase or refinance loan secured by a first mortgage or deed of trust with Wells Fargo Home Mortgage, subject to qualification, approval and closing, when identifying themselves as eligible under the Union Plus Mortgage program. The **My Mortgage GiftSM** promotion is not available with any Wells Fargo **Three-Step Refinance SYSTEM[®]** program, The **Relocation Mortgage ProgramSM** or the **HOME** program. Only one award permitted per new loan. This promotion cannot be combined with any other promotion, discount or rebate. This promotion is void where prohibited, transferable, and subject to change or cancellation with no prior notice. Gifts may constitute taxable income. Federal, state and local taxes, and any use of the gift not otherwise specified in the Terms and Conditions provided at receipt of gift are the sole responsibility of the **My Mortgage GiftSM** recipient. Please see Terms and Conditions document for more information.

Wells Fargo Home Mortgage is a division of Wells Fargo Bank, N.A. © 2013 Wells Fargo Bank, N.A. All rights reserved. NMLSR ID 399801

²Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/assistance.

Credit approval required. Terms and conditions apply. Union Plus Credit Cards issued by Capital One, N.A.

Your Valued Military Service Can Earn You \$1,000

When You Purchase a New Home



Call **1-866-378-1486** or visit **UnionPlus.org/Mortgage**
to learn more about the **Union Plus Mortgage Veterans Grant**.

As a Veteran, you've served our country, now we want to serve you by offering a \$1,000 grant when you purchase a home through the Union Plus Mortgage program.

Make your dream of home ownership a reality! The \$1,000 Union Plus Mortgage Veterans Grant makes home ownership more affordable for veterans by helping with expenses for your newly purchased home.

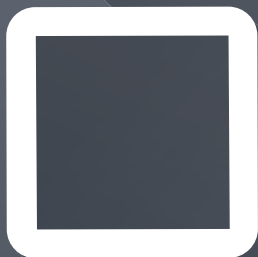
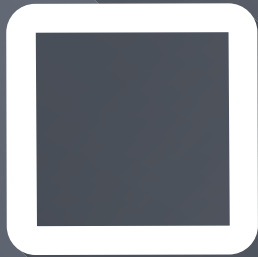
Grant Requirements:

- Open to veterans of all branches of the U.S. military
- Must be an active union member or retiree
- Must apply within 90 days of closing on a Union Plus mortgage

Don't Miss Out! Limited funds are available for this grant. Additional terms and restrictions may apply.



OPEN SEASON CHANGES ALLOWED



The months of November and December present several financial opportunities for Mail Handlers.

FIRST: The Federal Health Benefits Open Season provides an opportunity for career mail handlers to make any necessary changes to their health insurance coverage through the Federal Employees Health Benefits Program (FEHBP). During this open season, employees may make any one, or a combination of, the following changes to their health insurance: enroll if not enrolled; cancel enrollment; change from one plan to another or from one option to another; and change from Self to Self and Family, or from Self and Family to Self. All of these open season changes may be made using PostalEASE, which may be accessed online at <https://liteblue.usps.gov> or by calling 1-877-477-3273, option 1.

Of particular interest to Mail Handler Assistants, effective in January 2014, MHAs are eligible for health insurance under the USPS Plan. Coverage is subsidized by the Postal Service through an employer contribution of \$125 per pay period. Thus, for the 2015 Plan Year, self-only coverage for an MHA will require an employee contribution of \$50 per pay period. The additional costs for family coverage are charged to the MHA, and thus the subsidized rate for family coverage during the 2015 Plan Year will be \$260 per pay period.

An MHA reappointed to a second 360-day term is alternatively eligible for coverage under the Federal Employees Health Benefits Program, but the full cost of such coverage would be the responsibility of the MHA.

The FEHBP Open Season period is scheduled for November 10 through December 8, 2014 at 5 p.m. Central Time.

Also currently available to all FEHBP eligible Mail Handlers, as well as all other federal and career postal employees, are supplemental dental and vision insurance programs offered through the Federal Employees Dental and Vision Insurance Program (FEDVIP). These plans are optional, with all premiums paid by the employee without any subsidy from the Postal Service. Questions can be addressed to the customer service representatives at 1-877-888-3337, or you can find more information, including enrollment details, at www.benefeds.com. The FEDVIP Open Season period starts on November 10, and expires on December 08, 2014.

Supplemental dental and vision plans also are sponsored by the Mail Handlers Benefit Plan (MHBP) and may be used by career Mail Handlers who are members of the NPMHU even if they do not enroll in health insurance sponsored by the MHBP. More information on the MHBP supplemental plans is available at the MHBP website, www.mhbp.com, or at 1-800-254-0227.

SECOND: Flexible Spending Accounts allow career employees to set aside a portion of their pre-tax earnings for certain types of out-of-pocket health care expenses and dependent care expenses that may be incurred during the next year. FSAs are an excellent opportunity for all mail handlers to save money for health care and dependent care, and all members are urged to investigate this program if you expect to have eligible expenses in these areas. The FSA Open Season also runs from November 10, 2014 through December 21, 2014.

If you don't have an FSA, perhaps this is the year to try. Start small, if you like. But you can put up to \$2,500 into a Health Care FSA and/or up to another \$5,000 per family into a Dependent Care FSA. Using the FSA Program can give you significant tax savings. In basic terms, the FSA gives you a percentage discount (depending on your tax rate) on all of your out-of-pocket health care costs, such as braces, eyeglasses, hearing aids, deductibles, co-payments, prescription medication, and certain other expenses not covered by health insurance. The same is true for your dependent care costs, which can include day care at a center or from a private sitter, late pickup fees from child care,

nursery school, and summer day camp, or adult day care for an elderly parent.

The amount of money you put into an FSA is entirely up to you. Be advised, however, that you must utilize all of the funds in your FSA, or you lose that money under rules adopted by the Internal Revenue Service. Also remember that you have additional time after December 31 of each year (until March 15 of the following year) before any unspent money in an FSA would be lost. Also, you should be aware that if you are enrolled in a "High Deductible Health Plan," the rules are different. You should read the brochure carefully if that is the case, and you may also want to consult your tax professional. Complete your enrollment through PostalEASE by visiting <https://liteblue.usps.gov> or by calling 1-877-487-3273; questions should be directed to the FSA Customer Service Center at 1-800-842-2026. Again, the FSA Open Season runs from November 10, 2014 through December 8, 2014 at 5:00 pm Central time.

THIRD: Eligible career employees may use the Annual Leave Exchange Option to receive a lump-sum payment in their paychecks in early January 2015 in exchange for a portion of the annual leave that otherwise would be advanced to them at the beginning of the 2015 leave year. To be eligible, Mail Handlers must have an annual leave balance of 440 hours at the end of the 2014 leave year and have used less than 75 hours of sick leave during the 2014 leave year. **Mail Handlers who meet the eligibility criteria and want to exercise this option under the Annual Leave Exchange Option must use PostalEASE to make elections beginning on November 15, 2014, but by no later than December 15, 2014 at 11:59 pm (Central Time).**

If you would like additional information about any of these programs, please use the resources listed in this article.

CFC OPEN SEASON

Each year the Combined Federal Campaign provides federal employees with an opportunity to unify in a common cause supporting those in need with hopes of bringing about meaningful change in the communities that need it most. CFC is the world's largest and most successful annual workplace charity campaign, with almost 200 CFC campaigns throughout the country and overseas raising millions of dollars each year. The CFC Open Season dates are September 1, 2014 through December 15, 2014. Mail Handlers are encouraged to attend campaign events, learn more about specific charities within the CFC, and give to your charity of choice.



LOCAL 307

TRAINING YEAR IN REVIEW



LOCAL 311



LOCAL 301



LOCAL 303



LOCAL 301



LOCAL 300



LOCAL 320



LOCAL 308



LOCAL 308



LOCAL 318



LOCAL 307



LOCAL 303



LOCAL 313



LOCAL 318

Since the Fishgold Arbitration Award was issued in February 2013, a primary focus of the NPMHU has been to educate NPMHU representatives in a wide-array of training sessions on issues facing all mail handlers. These training topics have included: Understanding and Implementing the Fishgold Arbitration Decision; New Steward Training; Advanced Steward Training; Arbitration Advocacy; Representing MHAs, Step 3 File Preparation; Modified Arbitration Procedures (MAP); Discipline in the Grievance Process; and most recently, Article 12 Training. In addition to this

year's two dedicated National training sessions, NPMHU National Trainers Paul Hogrogian and Tim Dwyer logged thousands of miles traveling the country to Locals big and small, striving to educate, prepare and improve our stewards' representational capabilities. This montage of recent training classes should give each member an understanding of your Union's commitment to ongoing training and steward education. Please join the NPMHU is thanking each and every Union steward for making the decision to become involved, to enforce the contract, and to represent members across the country.



LOCAL 316



LOCAL 334



LOCAL 306



LOCAL 303



LOCAL 318



LOCAL 302

MAIL HANDLERS ACROSS THE

LOCAL 320 Installation of Officers



(l-r) Branch President Tucson Steve Montgomery, National President John Hegarty, Local President Alex Cervantes, Recording Secretary Susanna Paniagua, State Executive Board Member Bernie Gonzales, Branch President Phoenix Adrian Alvarez, Vice President Shawn Garey, Treasurer David Worhack

LOCAL 300 Officer Installation



President Hegarty Administers the Oath of Office to Local 300's new Vice President, Thomas Reid

LOCAL 316 on GOTV



Local 316 Vice President Leonard G. Ebio Canvasses Anchorage neighborhoods with "Get the Vote Out" literature.



(l-r) New Jersey SEBM Charles Price, National President John Hegarty, Local 300 Treasurer Kevin Tabarus, Local 300 Vice President Thomas Reid, National Secretary-Treasurer Mark Gardner, and Local 300 President and Northeastern Region Vice President Paul Hogrogian

LOCAL 318



Local 318 hosts steward training in Pembroke Pine FL



COUNTRY

LOCAL 304



Local 304 hosts comprehensive steward training session in Cincinnati OH



(l-r) Local 304 President James Bell, Retired Branch President (Toledo, OH) Julie Allen, Dayton Steward Theron Moss, Branch President (Dayton OH) Conswela Patton, Dayton Steward Thomas David III, National Trainer, Local 300 President and Northeastern Region Vice President Paul Hogrogian and Twana Downey Chief Steward (Dayton OH)

LOCAL 301 Political Outreach



(l-r) Local 301 Vice President Hiram Velez, Local President Rene Morisette, Boston MA Mayor Marty Walsh and 301's Treasurer Neil Ryan



(l-r) NALC Stewards Terry Gesel and Bill Brickley, NPMHU Steward Ed Barnes, NH Senator Jeanne Shaheen, President Local 301 Rene Morisette, Vice President Hiram Velez, MHA Lauren DePasquale and Treasurer Neil Ryan

LOCAL 299 Training and Grassroots Politics



Sen. Brian Schatz (HI) and Representative-Elect (CD1) Mark Takai visit with Local 299 representatives during recent training session.



(l-r) APWU Local President Diana Thomas, Rep-Elect (CD-1) Mark Takai, and Legislative and Political Director Bob Losi



ARTICLE

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TRAINING