

The Quarterly Publication of the National Postal Mail Handlers Union

The Mail Handler



BARGAINING EXTENDED

PARTIES CONTINUE WORKING TO
ACHIEVE A **NEGOTIATED AGREEMENT**

Spring 2016

The Mail Handler

The Quarterly Publication of the National Postal Mail Handlers Union

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National Postal Mail Handlers Union

PRESIDENT'S REPORT

NATIONAL NEGOTIATIONS WORKING TO ACHIEVE A NEGOTIATED AGREEMENT

Dear Members,

Our 2011 National Agreement expired on May 20, 2016. Unfortunately, the parties were unable to reach agreement on a successor agreement before the midnight deadline on May 20. Because significant progress was made in bargaining, the parties have agreed to extend bargaining in an attempt to achieve a negotiated agreement rather than have an arbitrator determine the terms of our contract.

Negotiations formally kicked off back on February 25, and bargaining then began in earnest with main table meetings and various subcommittee meetings being conducted. Our priorities in bargaining included fair and just general wage increases, continuation of our current cost of living adjustments (COLAs), keeping the no-layoff clause, improving the rights and benefits for our MHAs, returning subcontracted work to the Mail Handler craft, minimizing the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments, and fighting any USPS demand for concessions including proposals to implement another lower scale for future career employees which would limit wages and reduce benefits.

We realize that times are tough and that the USPS is experiencing some economic difficulties, especially in light of the expiration of the exigent rate increase. This round of bargaining, as expected, was extremely difficult. However, your bargaining team was able to negotiate several tentative agreements on several specific contractual proposals, many of which addressed our bargaining priorities. These tentative agreements are not binding until there is a final agreement, either negotiated or



PAUL V. HOGROGIAN, National President

arbitrated. Simply put: there is no agreement on anything until there is an agreement on everything. We will continue to make every effort to reach a negotiated agreement with the Postal Service. If a negotiated agreement is reached, it will be sent to the membership for ratification. If agreement cannot be reached, the parties will enter into a binding arbitration process. Our current National Agreement remains in effect until we have a new agreement either through negotiation or arbitration. The membership will continue to be kept informed during this entire process through updates and bulletins.

In May 2015, the Postal Service announced that it was deferring the implementation of the remaining closures and consolidations associated with the Network Rationalization Initiative until at least April 2016. More recently, in March 2016, the Postal Service announced that the closings and consolidations would remain in a deferred status indefinitely. The Postal Service also announced that prior to resuming these activities, "the Postal Service will update and review the Area Mail Processing feasibility studies using the most recent available data." At the same time, the USPS also cautions that these consolidations "are not, however, off the table." The moratorium notwithstanding, the NPMHU continues to address closing and consolidation issues through legislative avenues, through its Contract Administration Department, and through the Article 12 Task Force.

The Presidents of the four National Postal Unions continue to meet with the Postmaster General and her senior staff and with representatives of the mailing industry to form a coalition



on a postal reform bill. The parties in the coalition have reached consensus on the following concepts:

- **Integration into Medicare of all eligible postal retirees (65 years of age and older) and future postal retirees, and investment of some of the retiree health benefit fund into a TSP L-40 type of account;**
- **USPS liability under the CSRS and FERS retirement systems to be calculated using postal specific assumptions regarding demographics and wage growth with any surplus being returned to the Postal Service;**
- **Make the exigent rate increase permanent and prohibit the USPS from raising market dominant rates until January 2018; and**
- **Allow the Postal Service to provide non-postal services to State and Local governments and allow the mailing of beer, wine and distilled spirits under specific conditions.**

Senator Thomas Carper (D-DE) has introduced a bill (iPOST) that incorporates many of these concepts. His bill, however, also contains several provisions that we simply cannot support.

On May 11, 2016, the House Committee on Oversight and Government Reform conducted a hearing on Postal Reform. In an encouraging sign, both Chairman Jason Chaffetz (R-UT) and Ranking Member Elijah Cummings (D-MD) indicated that they are focusing on areas of agreement and are close to advancing a postal reform bill.

The challenge is now getting a consensus bill passed in a Congress that has not shown that it can reach agreement on many issues. The NPMHU will continue to work with its allies throughout the postal community to achieve meaningful postal reform that will best serve the collective interests of NPMHU members, the USPS, and the customers who rely on postal products and services.

The struggle over the Small Parcel Sorter System (SPSS) continues. The NPMHU continues to fight the USPS' unjustified reversal of its craft determination originally awarding all work on the SPSS to the Mail Handler craft. This reversal defies all principles of good faith bargaining. The NPMHU continues to fight this injustice in the RI-399 process, as proceedings before the NLRB and in federal court are held in abeyance or stayed. The NPMHU will do everything

within its power through any available forum to challenge this reversal. National arbitration on this issue is scheduled to begin in June.

Hundreds of MHAs from installations throughout the nation continue to be converted to Full-Time Regular career status as a result of the negotiated "Vacancy MOU," adding to the thousands of MHAs who have been converted to career status since the advent of the MHA category. The Vacancy MOU now establishes strict ratios of 3 MHA conversions (in installations of 100 or more man years) or 5 MHA conversions (in offices with less than 100 man years) for every non-priority transfer accepted. This MOU will provide even more future opportunities for MHAs to be converted to Full-Time career status.

By its own terms, however, the Vacancy MOU expired on May 21, 2016. At bargaining, the parties began negotiating on a new "Residual Vacancy" MOU that should further expedite the conversion of MHAs to career Full-Time Regular career status. This is one of the items being considered in the extended bargaining period. In the meantime, the parties agreed that the current Vacancy MOU would remain in effect until the parties agree to amend its terms or extend it again. This extension will allow for the continuing conversions of MHAs while the parties try to finalize negotiations over the terms of the 2016 National Agreement.

I remain confident that, through the work of our Contract Administration Department and our legal representatives, we can successfully meet any and all challenges that lie before us. The continuing support of all Mail Handlers is very much appreciated.

Fraternally,

Paul V. Hogrogian
National President

"WE WILL
CONTINUE TO
MAKE EVERY
EFFORT TO
REACH A
NEGOTIATED
AGREEMENT
WITH THE
POSTAL
SERVICE."

MAKE YOUR VOICE HEARD! REGISTER TO



The NPMHU is constantly fighting for you and your family on Capitol Hill, in Washington, DC, where decisions are being made that directly affect your retirement, your health insurance, your life insurance, your safety and health, and even your pay. The Union must convince lawmakers to support our efforts to protect those important benefits.

That is why voting is so important. As we have seen in prior elections, it takes just a few votes to make a difference between electing a President or other representatives who understand what's important to mail handlers and those who want to destroy or reduce what you have earned through hard work.

Members often ask, "Why should I vote? My vote never really matters." Many non-voters do not think that voting will change their lives for the better. But that is simply false. It is false for all workers, but it is especially false for mail handlers. Because you are a postal employee, your pay and benefits are directly tied to the actions taken by your representatives in Congress and the President. Need convincing? Just look at some of the more onerous legislative recommendations currently being considered by the Congress.

If you need a voter registration card, they are easily obtainable at your local library, or at your board of elections. Most states allow its citizens to initiate voter register online, or through the mail. Registering to vote is easy. You can only elect responsible leaders if you cast your vote, and you can only cast that vote if you are registered. You have a voice. Make it heard. Register and VOTE!





A RECAP OF 2016

BARGAINING WITH THE POSTAL SERVICE

With the 2016 round of collective bargaining between the NPMHU and the Postal Service extended beyond the midnight deadline on May 20, 2016, we thought it would be helpful to summarize the bargaining to this point in time:

Collective Bargaining Under the PRA

The framework for collective bargaining between the U.S. Postal Service and its major unions — including the NPMHU — is governed by the Postal Reorganization Act of 1970. Bargaining begins when one party to the contract serves a written notice to the other of an attempt to modify the current agreement. Under Article 39 of our National Agreement, this notice must

be served “not less than 90 nor more than 120 days” before contract expiration. As a result, the parties have only a short period of time — essentially from February until contract expiration on May 20 — in which to agree on the changes proposed by both sides to the existing contract. During this time, the parties are required to adhere to procedures that they mutually adopt before the start of bargaining.

If the bargaining process results in a tentative agreement between the parties, that agreement is subject to a ratification vote by the membership of the NPMHU. As required by the NPMHU National Constitution, the vote would be by mail ballot. It would be run in accordance with procedures agreed upon by

the National Executive Board. If and when a tentative agreement is reached, the mail ballots would likely be distributed approximately one month thereafter.

If the parties fail to reach a tentative agreement, the PRA allows for several alternative courses of action and encourages the parties to mutually decide upon which to pursue. One option, and the one most often followed by the parties, is to agree to dispute resolution procedures on their own. In this regard, the NPMHU and the Postal Service already have agreed in ground rules for this year’s bargaining to have their respective lawyers discuss the adoption of dispute resolution procedures in the days leading up to May 20 or any mutually agreed extension. If



NPMHU National Bargaining Team addressing the leadership.

the parties cannot agree on procedures to govern the resolution of their dispute, then they must defer to the provisions of the PRA, which mandates a particular procedure.

The PRA-dictated procedure contains several steps, and can be summarized as follows: First, the Federal Mediation and Conciliation Service (FMCS) would establish a 3-person factfinding panel. Two of the members would be selected by the respective parties from a list of 15 names given to them by the FMCS. The third person would be selected by the other two or, if they cannot agree, by the Director of the FMCS. The factfinding panel then would have 45 days in which to investigate the bargaining dispute and issue a report of its findings.

If an agreement still has not been reached after the factfinding, the PRA requires the establishment of an arbitration board within 90 days of contract expiration. This board generally consists of three members — one appointed by the Union, one appointed by the Postal Service, and a third (neutral) member. This neutral member is appointed either by agreement of the two other members or, if they cannot agree, by the Director of the FMCS.

After the arbitration board is selected, it holds a hearing in which both parties are given the chance to present evidence. The board is required to make a decision 45 days after its appointment. This means an arbitration award would not be issued until at least 135 days after



(l-r) Vice President, Western Region Rudy Santos and Local 320 President Alex Cervantes working together during the meeting.



LIUNA International President Terry O'Sullivan updating the NPMHU leadership on several topics to open the Bargaining Update meeting.



NPMHU National President Paul Hogrogian updating the leadership on bargaining status.

contract negotiations expire. In past rounds of bargaining, however, the parties often have extended these deadlines for many months in order to continue bargaining or wait for related proceedings to be completed.

Most importantly, the PRA states that the ultimate arbitration decision is “conclusive” and “binding,” meaning both parties must accept it.

Bargaining Underway

As of early March, representatives of the USPS had met at least three times with representatives from the NPMHU Negotiations Team for productive rounds of on-the-record meetings.

The purpose of these meetings was to introduce and explain all of the parties’ official bargaining proposals. Typically the Union presents its proposals first, followed by counter-proposals from the Postal Service a few weeks into bargaining. This year, the NPMHU presented over 120 bargaining proposals, covering the full panoply of topics covered by the National Agreement. In response, the Postal Service offered only 25 proposals of its own, but as usual these management

proposals sought substantial givebacks or concessions from the bargaining unit comprised of the mail handler craft.

Over the course of the on-the-record meetings, President Hogrogian has taken the lead in explaining the Union’s noneconomic proposals to USPS representatives at the main table. Some of these proposals came out of the Field Negotiating Committee that convened in October 2015. Others were conceived by members of the NPMHU National Executive Board and Negotiations Team to address some of the National Agreement’s most pressing concerns.

The proposals varied in intent and substance. A handful of the proposals contained simple cosmetic changes, for example updating dates and correcting typographical errors. Others were more dramatic — changes in benefits, work hours, seniority and the posting of bids, and securing more contractual protections for Mail Handler Assistants.

At these main table sessions, the Postal Service’s bargaining team, led by its chief spokesperson Patrick Devine, asked questions aimed at understanding the purpose of the proposals brought forward. Sometimes the USPS sought clarification, for others the Postal Service promised further inquiries during the coming weeks. Concrete discussions about the viability of certain proposals were just beginning in the month of March. Those conversations continued in the following weeks, more frequently and more

openly, once the pace of negotiations picked up through continuing main table discussions and numerous subcommittee meetings.

The Union worked to prepare its final set of proposals — those addressing economic issues, including wages, benefits, premiums and differentials, and subcontracting as authorized under Article 32.

The NPMHU and the Postal Service had now been engaged in collective bargaining for approximately one month. The parties met an average of three days per week. Some of the meetings were on the record (also known as “main table”) and some were off the record, in the form of more informal but focused subcommittees. The meetings occurred even more frequently as bargaining moved forward.

The main table sessions were centered on the official introduction of proposals from both sides. Under the governing ground rules for negotiations, no proposal could be considered if it had not been presented to both sides in this formal setting. And almost every time the parties met, they exchanged counterproposals — sometimes orally and sometimes in writing.

The parties also formed several subcommittees, which met in their own sessions. These meetings were off the record and focused on particular portions of the National Agreement, considering any related proposals as a group. At least seven subcommittees were formed, including separate subcommittees on Articles 7 (Employee



Local 297 President Chris Bentley with a question for the panel.



(l-r) Local 310 President Andy Badilishamwalimu and Local 306 President June Harris discussing the day's agenda.



President Hogrogian discusses bargaining process with Local President.



(l-r) Local 302 President Ernie Grijalva and National President Paul Hogrogian engaged in discussion over bargaining.

Classifications), 8 (Hours of Work), 11 (Holidays), and 12 (Principles of Seniority, Posting, and Reassignments), as well as subcommittees on Subcontracting (Article 32), Mail Handler Assistants, and Memoranda of Understanding and Letters of Intent (MOUs and LOIs).

Each of these subcommittees met to hash out each proposal, with representatives from both parties knowing that they were able to speak freely. The privacy of the off-the-record sessions allowed for a more open discourse between the parties. Both the Union and the Postal Service were able to articulate their positions frankly and to ask their questions directly.

The subcommittee sessions ran smoothly, but there was still much more work to be done before there could be any sense of progress. With most of the written proposals coming from the Union, most of the discussions was focused on NPMHU submissions. The Postal Service was only starting to draft its own specific proposals and counterproposals. Once those were presented, the parties began the hard work toward reaching some tentative agreements.



Local 329 President John Macon at the mic with a question.

USPS Proposals

At the main table session on Tuesday, April 5, the parties received and discussed several counter-proposals from the Postal Service. Each proposal was presented by a different member of the Postal Service’s bargaining team. At the end of each presentation, the Union had an opportunity to seek clarification and ask questions.

After meeting, the Union’s bargaining team researched and reviewed each aspect of the Postal Service’s proposals, all while working on writing proposals of its own.

Bargaining Advances

Bargaining entered its final phase in the month of May 2016. With the contract slated to expire at midnight on May 20, 2016, both the NPMHU and the Postal Service began to draft tentative agreements.

Tentative agreements, or TAs as they are known in the world of collective bargaining, are crucial to the practice of contract negotiation. They serve as markers of everything that is agreed upon during the period of negotiations. At the moment, both parties have signed off on only a handful of tentative agreements, but there certainly will be more to come.

Tentative agreements are the final step in the drafting process. They adopt language from proposals written and presented at the main table, taking into account the discussion and concerns that arise through the subcommittee sessions.



CAD Eastern Region Director Eileen Mills and Northeastern Region Vice President David Wilkin discussing the day's topic.

Often tentative agreements will have been preceded by amended proposals as well as counter-proposals. A rule of thumb for bargaining is the more time both sides spend evaluating a given proposal, the more strongly it is being considered as a possible agreement and the more heavily it will be edited before finalization.

That said, an uncontroversial proposal will not warrant much discussion. Those proposals are likely to evolve into tentative agreements. If one side agrees with the particular language included in the other side’s proposal, it may simply present the original proposal as a TA. This does not preclude the initial proponent of the proposal from suggesting edits before signing off on a final version.

In order to make it into the negotiated contract, a tentative agreement has to be approved by both parties. This approval, although fairly informal, is symbolic of agreement and progress. National President Paul Hogrogian and the Chief Negotiator for the Postal Service, Patrick Devine, even have shaken hands at the end of the initialing process.

It has to be remembered, however, that even though TAs may be signed, they are not binding. In fact, they mean very little until they are inserted into the contract at the end of bargaining. On this issue, it is important to quote directly from the Ground Rules signed by the parties prior to the start of 2016 negotiations:

“It is understood that tentative agreements reached by the parties on individual items are subject to the parties’ final and total agreement on the entire collective bargaining agreement. Tentative agreements on particular contract articles or subjects will be initialed (or signed) and dated by the chief spokespersons. . . . Should such a tentative agreement not be ratified by the eligible membership of the NPMHU, the current Agreement shall remain in effect, and the parties shall meet to agree upon dispute resolution procedures.”

The bottom line is that, unless there is an overall negotiated settlement agreement on the terms of the 2016 National Agreement at



Local 300 President Kevin Tabarus hard at work at the day's meeting.



Local 303 President Javier Valencia engaged with the panel.



Local 322 Treasurer John Szewczyk at the microphone.



Local 311 Treasurer Roxie Olds Pride



Local 334 President Shelden Adams

midnight on May 20, 2016 or on a subsequent date agreed to by the parties, every tentative agreement previously initialed is considered null and void.

Both sides hoped to have many tentative agreements signed and placed into the National Agreement during the last week of bargaining. These final few weeks are crucial to the process of determining whether a negotiated agreement is achievable.

USPS Finances

The Postal Service presented the NPMHU bargaining team with its official, on-the-record Financial Presentation. This did not include a proposed wage or benefit package for the 2016 National Agreement, but rather focused on the Postal Service's current financial situation.

The presentation was slightly dated, primarily relying on data from Fiscal Year 2015 (ending on September 30, 2015) and the first quarter of FY2016 to reach its conclusions. It also focused on the termination of the exigent rate increase that led to a reduction in postage rates last month. However, it appears that the projections made in the presentation were fairly accurate. Outlined were the Postal Service's views on the root causes of its financial instability, the steps it has taken thus far to deal with this financial situation, and the additional actions that it believes are still necessary to cope with the formidable financial challenges that lie ahead.

Unsurprisingly, according to the Postal Service, the financial outlook is not great. The agency is currently operating under a total liability of \$101 billion. It has little hope of paying back its debts in the near future, and is virtually locked out of borrowing more money from Congress.

According to the Postal Service, its losses are caused primarily by the rapid decline in mail volume — especially first class mail. The Postal Service hopes to offset this volume decline by relying on the continuing increase in standard mail, as well as shipping and packages.

Unfortunately, that will be a tall order. Although the positive volume in package mail has been noticeable in recent years, the rates of increase would have to more than double to break even when compared to the loss in first-class mail. An increase of that proportion has never happened in the history of the Postal Service.

By far the largest expense of the Postal Service, of course, is that of labor. Labor costs, more specifically wages and benefits for all employees, account for nearly 80 percent of total Postal Service expenses. Mail handlers make up 6 percent of labor costs, and 5 percent of total costs.

As a result, the Postal Service continues to implement numerous cost cutting initiatives, many of which affect mail handlers. Between 2007 and 2015, it slashed the career workforce by 29 percent, and increased the size of its non-career workforce by 31 percent. Total workhours are also down 23 percent.

The Postal Service also sees value in reviving its capital investments. While cutting costs, the agency has to act simultaneously to update equipment, repair facilities, and deploy new machinery. It sees these investments as both sustainable and necessary.

The Postal Service also outlined a series of marketing strategies it has recently implemented, apparently to some success. Innovation is essential to staying competitive, even if some of these strategies might be contrary to the interest of certain union members. At some point during the next few years, for example,

the Postal Service expects to press forward with its closings and consolidations of mail processing facilities.

Notwithstanding the Postal Service's pessimistic presentation, the bottom line is that the economic condition of the Postal Service has improved since the last round of bargaining in 2011, with operational surpluses during the past few years. Revenues are increasing, and operational costs are decreasing, if only marginally.

A financially stable Postal Service certainly is in the best interest of the mail handler craft. The question remained, however, whether the economic proposals put forth by USPS management either individually or collectively, would represent the best course of action for the future of the Postal Service and for all mail handlers.

Final Stages of Bargaining

With the contract expiration date nearing, bargaining entered its final stage. The parties launched a series of meetings at a hotel in downtown Washington, D.C. These meetings occurred with increasing regularity as the week progressed.

Several tentative agreements had been initialed by both parties, and our hope was to have many more approved this final week. In addition, both sides were presenting economic proposals to be hashed out in the final days.

The purpose of meeting at the hotel was to further encourage the parties to work on reaching an agreement. With only one meeting room, and no scheduling conflicts, arranging meetings was quick and simple.

In addition to these meetings with the Postal Service, the Union also held a series of internal meetings. During these sessions, the bargaining team reviewed what had been discussed between the parties, and prepared for its upcoming



meetings with the Postal Service. This included researching proposals, drafting counter-proposals, or reaching out to the Local Unions or Regional Offices for more information.

Participation from the field was crucial during this last week of bargaining. Although the Local Unions were not sitting at the bargaining table, information they provided to the bargaining team was invaluable to the negotiations that took place.

The Final Days

As expected, a lot happened during the final days of this year’s regular bargaining period. The Postal Service and NPMHU negotiated right up until the clock struck midnight on Friday, May 20. Despite these efforts, however, an agreement on all of the outstanding terms and conditions of employment could not be reached before the deadline.

At the same time, there were many issues that the parties were able to resolve during the 90-day timeframe for initial negotiations. Both sides made considerable progress in this regard. President Hogrogian and USPS representative Patrick Devine initialed over twenty tentative agreements concerning workplace rules.

That said, these tentative agreements are null and void if the parties fail to reach an overall agreement on a new National Agreement. Thus, the Union and Postal Service agreed to extend their negotiations indefinitely. This gives both sides more time to talk through economics and work rules not yet settled.

On May 24, President Hogrogian shared this information and more with the Local Presidents attending the pre-scheduled contract meeting in Washington, DC. He expressed optimism about the likelihood that the National parties would

eventually be able to reach a negotiated settlement, followed by a ratification vote by the entire NPMHU membership.

Local Union Presidents and others in attendance at the contract meeting on May 24 had the opportunity to ask questions about the last 90 days of National bargaining. Their questions were both pointed and on point, demonstrating a high level of knowledge and interest in the bargaining process.

President Hogrogian Reports

Let me start with the bottom line: As everyone presumably knows by now, our contract negotiations with the Postal Service have been extended indefinitely, and bargaining will continue as long as progress is being made. We have made significant progress, but we are not quite there yet. In some prior rounds, bargaining was extended with a good chance of reaching an overall agreement in the next few days or a week or two. This extension is unlikely to result in a very quick agreement. On the other hand, this extension is likely to be the type of extension that actually results in a negotiated settlement.

Let me introduce all of the members of the NPMHU Negotiations Team. As you know, I served as chief spokesperson for the Union throughout bargaining, but every member of the bargaining team played a substantial role in the process and all team members worked extremely hard and put in countless hours:

- Mark Gardner, National Secretary-Treasurer
- TJ Branch, Manager, CAD
- Tim Dwyer, CAD Representative/
National Shop Steward Trainer
- Teresa Harmon, CAD Representative
- Kevin Fletcher, CAD Representative

- Robert Blum, CAD Representative/
Assistant to the National President
- Bruce Lerner, General Counsel
- Matt Clash-Drexler, Attorney, Bredhoff & Kaiser
- Hillary Hubley, Paralegal, Bredhoff & Kaiser

The process began almost a year ago, when the National Office solicited proposals from the entire membership and from all Local Unions for possible contract proposals. Each and every one of those proposals (700 or more) was fully reviewed by the Field Negotiating Committee, which met for a full week here in Washington during October of last year.

Recommended proposals were reviewed, revised and eventually submitted to the Postal Service since the end of February, when bargaining began. The Union submitted 97 pages with proposals, but some of those pages had more than 1 proposal, so we probably submitted about 120 or 125 proposals. The USPS submitted about 25 of its own proposals, and the parties exchanged hundreds of counter-proposals through the 90 days of bargaining.

As background, and very important background, each and every round of bargaining is affected by:

- USPS finances
- USPS plans on closings and consolidations
- USPS plans on meeting service standards
- What is going on with legislation and postal reform

AND

- Related bargaining with the other postal unions

Turning first to USPS finances,

- Volume up, especially package mail
- Operating surplus this year already at \$1.833 billion



- BUT the Postal Service was just forced to lower its rates effective April 10, 2016, when the exigent rate increase of 4.3% had to be eliminated
- Will cost the USPS over \$1 billion this year and \$1.8 billion next year; followed by a total review and revision to the rate-making process in 2017 and 2018
- RHBF prefunding requirement of \$5.5 billion per year
- This is not exactly an ideal environment during which to conduct bargaining

Closings and consolidations are now the subject of a moratorium, and the Union still is pressing its PO-408 National arbitration, but such restructuring could be resurrected next year or beyond. There also is much uncertainty about postal reform, and its chances of passing during this Congress.

As for the status of other unions and their bargaining during this round: The Rural Letter Carriers reached an agreement, which was ratified by about an 85% margin. History has shown that once one Union settles, interest arbitrators usually have imposed that pattern on other unions. That agreement contained three-years with wage increases of 1.2, 1.3, 1.3 percent. The APWU just completed arbitration hearings, with a decision expected sometime in June. The NALC was bargaining at the same time as NPMHU, and they also agreed to extend negotiations.

During bargaining, the Postal Service introduced various draconian or nuclear proposals. These included the following:

- Declare all LMOUs null and void, and allow local bargaining only over specific requirements of the National Agreement
- No pay for union representatives at Step 1 or Step 2
- Additional unlimited exception periods for casual employees, covering all of September to December each year
- Scheduling of MHAs and casuels for OT before the OTDL or FTR volunteers
- Scheduling MHAs for holidays before FTR holiday volunteers



- FLSA overtime only for career employees
- Mandatory implementation of MAP
- Eliminating the no-layoff clause

The NPMHU priorities have not changed:

- Continuation of general wage increases and COLAs
- Continuation of the no-layoff clause
- Dealing with MHA issues and improving their pay and work rules
- Improving Article 12 with regard to reassignments
- Subcontracting, or actual insourcing of our work

We have reached a good number of tentative agreements that meet these goals, that we are hopeful will pave the way for an eventual comprehensive agreement. However, there is no agreement on anything until there is a final agreement on everything.

The Residual Vacancy MOU has been extended. Originally negotiated in August 2015, it provides for a pecking order for filling residual vacancies. We negotiated an addendum in February 2016 to incorporate the 1 in 4/1 in 6 ratios to guarantee that in 200 workyear offices there would be 3 MHA conversions for every transfer accepted. This MOU has resulted in approximately 1,500 MHAs being converted to career FTR status. The parties are continuing to bargain of the terms of

the Residual Vacancy MOU, and we expect the negotiated MOU to expedite the time it takes to fill residuals and to expedite even more conversions of MHAs to career FTR status.

The outstanding issues include subcontracting, the percentage of non-bargaining employees, various MHA issues, pay rates, various Article 12 issues regarding excessing, and the length of the contract.

Both parties have issued simple statements saying that we have extended negotiations, and hope to reach a voluntary settlement. If a settlement is reached, the tentative agreement will be sent out to the field for ratification.

In the meantime, there is an agreement allowing mail handlers to bid under the new contract beginning May 21, with successful bids to be counted toward the bid maximums established by the 2016 National Agreement.

So it has been a long and tough process, and it certainly is not over yet. The NPMHU entered this round of bargaining with the knowledge that we are fully prepared to do battle, and the Postal Service knows that we have the people needed and the financial resources for whatever battles might lie ahead.

I again want to thank the Negotiations Team, and all of the Local Unions and members who have continued to support our efforts.



NPMHU National CAD Manager Thomas Branch addresses the leadership

Making Memories and Staying Connected



Union
Plus®



Celebrate Independence Day with union member-only savings from Union Plus.

Stay connected with 15% off qualified AT&T wireless plans through Union Plus*.

Savings on just about everything from flowers to gift certificates. Discounted tickets to movies, plays, sporting events and theme parks. Great deals on car rental, travel and more.

Get Connected to Savings

UnionPlus.org/Discounts

*Available only to current members of qualified AFL-CIO member unions. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to the monthly plan charge of plans with more than 300MB, not to additional monthly device access charges. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Discount applied after application of any available credit and may not be combined with other service discounts. Additional restrictions apply. Contact AT&T at 866-499-8008 for details.

NPMHU-MM10-05-31-16

THE POWER OF YOU!

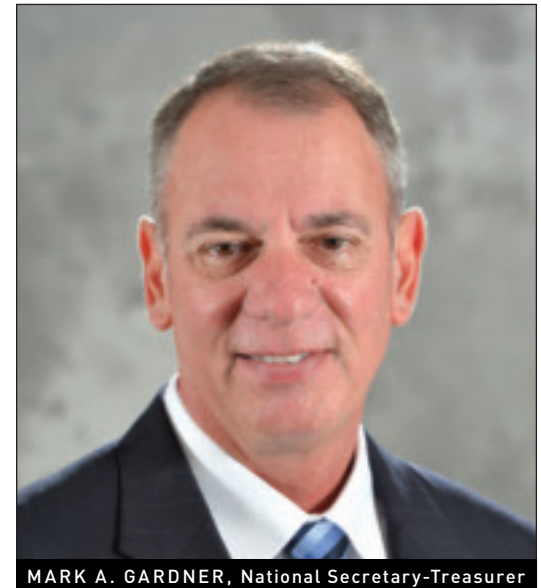
The NPMHU will be conducting its 2016 National Convention in Chicago, Illinois commencing on Monday, August 22nd. Delegates representing each and every NPMHU Local Union will be in attendance at this quadrennial event. The delegates also will work together to set our Union's agenda for the coming four 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.

The theme for our 2016 National Convention is "NPMHU — The Power of You." This theme reflects on the incredible value and power of each and every individual mail handler, united in our economic, political, and workplace struggles. And by harnessing the collective power of our Union membership across the country, we can be an unstoppable force when confronting our challenges, and when fighting those who seek to undermine all that our Union has achieved over its one hundred plus years of progress.

As with prior NPMHU National Conventions, I am certain that the delegates to this 2016 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; and to

engage in what surely will be passionate discussion relative to this year's U.S. Congressional and Presidential elections.

With regard to the latter, since our quadrennial Convention always immediately precedes the U.S. Presidential election, the history and tradition of the NPMHU calls for our delegates to vote at Convention to formally endorse a Presidential candidate. I firmly believe that the NPMHU Presidential endorsement



MARK A. GARDNER, National Secretary-Treasurer

"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 continue to rely on **THE POWER OF YOU!**"

process — based on the vote of our delegates, who were democratically elected by their peers — represents a clear voice and opinion of the NPMHU and its members. After a lengthy, boisterous, and often times bizarre primary process to winnow the field of candidates, and to select the likely Republican

and Democratic Presidential nominees, our country and our members should now focus their attention on the crystal clear policy and philosophical differences between the candidates. The NPMHU will officially vote and declare its endorsement at this Convention, and I am confident that Mail Handlers across

"The NPMHU will officially vote and declare its endorsement at this Convention, and I am confident that Mail Handlers across the country will work tirelessly to support the NPMHU endorsed candidate."

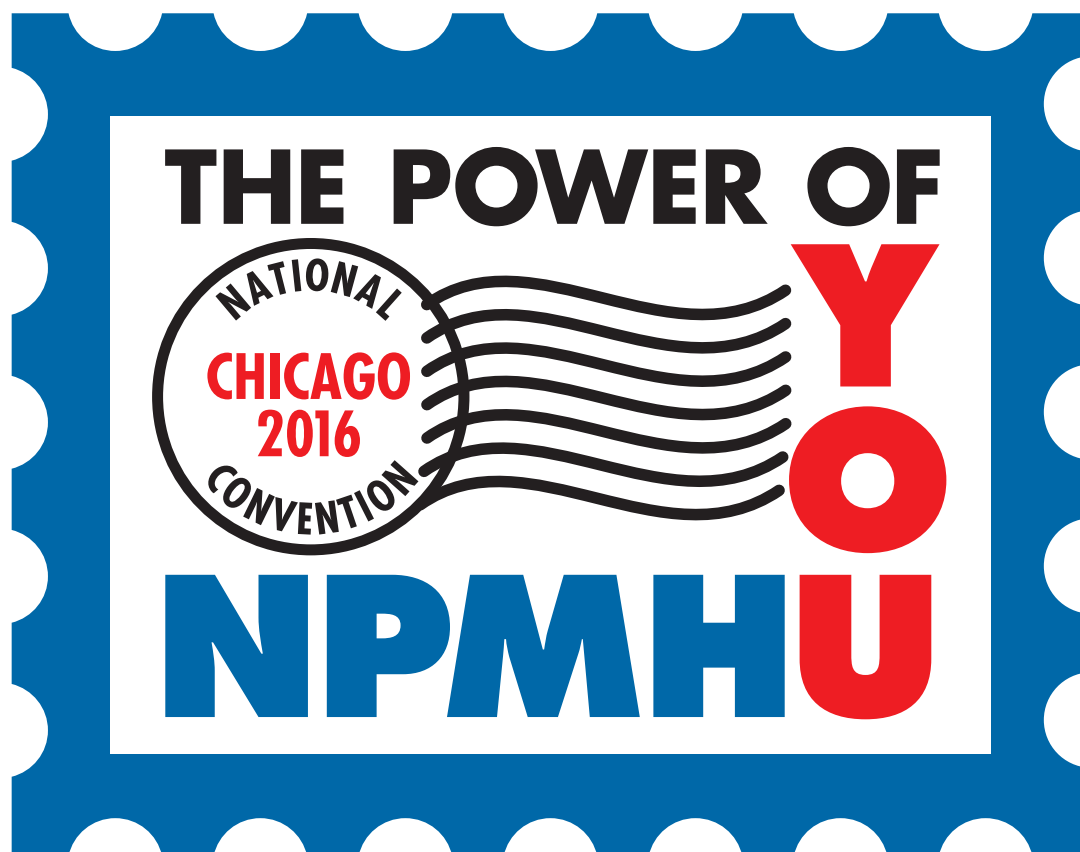
“If recent Conventions are indicative of the tone that will be followed in Chicago, I am certain that our delegates will, once again, engage in sometimes spirited — but always respectful — debate on the issues at hand.”

the country will work tirelessly to support the NPMHU endorsed candidate.

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 mid-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 Election Committee will soon meet to consider the rules, processes, and materials to conduct all necessary secret ballot elections at the Convention. The Constitution Committee, the Resolutions Committee, and the Legislative and Political Committee will meet during June and July to discuss the merits of countless 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 nearly 45,000 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 Chicago, 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 Chicago, 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.

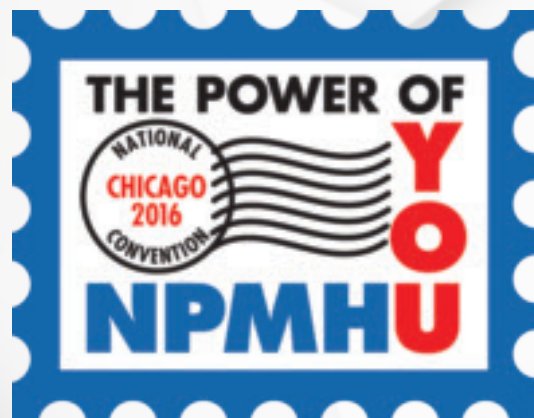
Thank you for all that you do to support the NPMHU. Our great Union will continue to grow and thrive on the power of our collective strength and solidarity. We will continue to rely on THE POWER OF YOU!

Fraternally,

A handwritten signature in blue ink that reads "Mark A. Gardner".

Mark A. Gardner
National Secretary-Treasurer

MAIL HANDLERS TO CONVENE IN CHICAGO



COMMITTEE MEETINGS UNDERWAY

Planning is well underway for the 2016 National Convention, which is scheduled to take place at the Fairmont Millennium Park Hotel in Chicago, Illinois during the week of August 22, 2016. Two-hundred eighty-seven 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 four years.

The theme for our 2016 National Convention is “NPMHU — The Power of You.” This theme reflects on the value and power of each and every individual mail handler, united in our economic, political, and workplace struggles. As a member of the NPMHU, you are a component of our future and a key to the success of the organization. The NPMHU relies on the power of you.

For the 2016 quadrennial event, the NPMHU is featuring a dedicated website that will provide news and information relative to the upcoming National

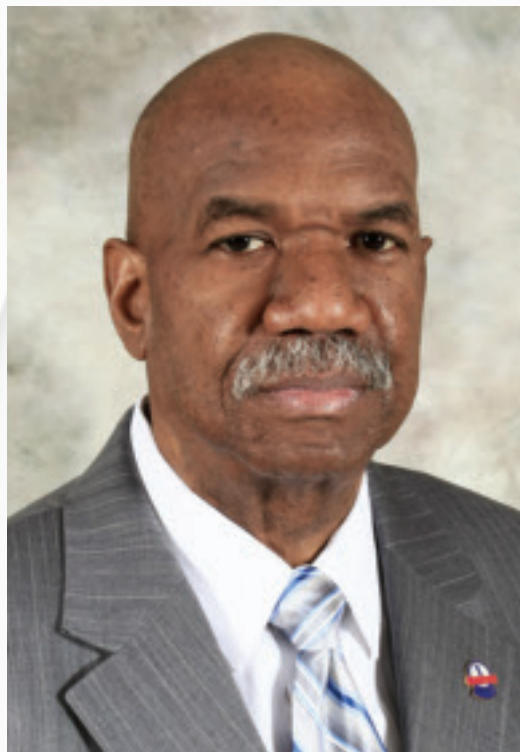
Convention. The site launched in early May and can be viewed at convention.npmhu.org/. Please monitor the website and read the Union publications, to stay up to date on all Convention business.

Beginning in May, and throughout the summer, committees appointed by National President Paul Hogrogian will meet to review and establish a full agenda for the 2016 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 named a Legislative Committee to review and recommend the adoption of resolutions concerning legislative and political matters.



Pervous Badilishamwalimu
Credentials Committee



Jefferson Peppers III
Constitution Committee



Lawrence Sapp
Resolutions Committee



Yvette Johnson
Election Committee



John Gibson
Rules Committee



Rudy Santos
Legislative & Political Committee

2016 CONVENTION COMMITTEES

CREDENTIALS:

Pervous Badilishamwalimu	Local 310/Chairman
Wilfredo Delgado	Local 300
Joyce Miskell	Local 309
Roxie Olds Pride	Local 311
Troy Davis	Local 312
Joyce Weber	Local 318
Alex Cervantes	Local 320
Ed Flagg	Local 321
Dan Riemann	Local 324
John Macon	Local 329

RULES:

John Gibson	NEB/Chairman
James Mills	Local 298
Jason Adachi	Local 299
Juanita Contreras	Local 302
Eugene Horton	Local 305
Glenn Berrien	Local 307
Linda Lewis	Local 311
Maurice Torres	Local 313
Anthony Banks	Local 314
James Morris	Local 317
David Wisneski	Local 331

RESOLUTIONS:

Lawrence Sapp	NEB/Chairman
Anthony Coleman	Local 302
Felandria Jackson	Local 305
Michael Mohan	Local 308
Charles Charleston	Local 311
Bryan Easley	Local 315
Deborah Retter	Local 316
Kelly Dickey	Local 322
Don Chapman	Local 325
Larry Burk	Local 327
Todd Larson	Local 328

LEGISLATIVE & POLITICAL:

Rudy Santos	NEB/Chairman
Rene Morissette	Local 301
Javier Valencia	Local 303
William McLemore	Local 304
Leo Ebio	Local 316
Cindy Hoehl-Rinker	Local 321
John Szewczyk	Local 322
Robert Griffith	Local 330
Randy Krueger	Local 333
Sheldon Adams	Local 334

ELECTION:

Yvette Johnson	Local 300/Chairwoman
Greg Newsome	Local 306
Ira Edelstein	Local 318

CONSTITUTION:

Jefferson Peppers	NEB/Chairman
Chris Bentley	Local 297
Kevin Tabarus	Local 300
Neil Ryan	Local 301
Ernie Grijalva	Local 302
June Harris	Local 306
David Wilkin	Local 309
Lisa Greer	Local 310
Don Sneesby	Local 316
Nick Mosezar	Local 318
Jeff Larsen	Local 323
Woodrow Hendrickson	Local 332

2016 NPMHU NATIONAL CONVENTION DELEGATE LISTING

(PENDING REVIEW & CERTIFICATION BY CREDENTIALS COMMITTEE)

Local	First Name	M. Init	Last Name
297	Chris	D	Bentley
297	Pamela	D	Grant
297	Dennis	L	Joyce
297	Karen	M	Marks
297	Hugh	M	McCleary
298	James	E	Mills
299	Jason	H	Adachi
300	Ray		Bermudez
300	Peter	H	Bilotta
300	Robert		Cappuccio
300	Marie	C	Chery
300	Alfred		Conyers
300	Irene		Delgado
300	Wilfredo		Delgado
300	Terrence	P	Flynn
300	Alexander	J	Frazier
300	Tracey	D	Grooms
300	Stanley	A	Howard
300	Marcenia	Y	Johnson
300	Michelle	Y	Kimber-Sadler
300	Dawn	M	Licata
300	Lucy		Lombardo
300	Angelo	L	Lovgren
300	Robert	A	Lussos
300	Atika	Q	Muhammad
300	Joseph	A	Palau
300	Kim	R	Pinkney
300	Peter	J	Prata
300	Charles	A	Price
300	Shirley		Ramos
300	Thomas	D	Reid
300	Ronald	J	Sodaro
300	Trevor	S	Stuart
300	Kevin	P	Tabarus
300	Dennis	M	Weinheim
300	Annie	M	Williams-Arnold
300	Anthony	J	York
301	Paul	A	Bureau
301	Anthony	L	Couture
301	Christine	L	Couture
301	Cindy	J	Depietro
301	Patrick	J	Donovan
301	Robert	J	Fisher
301	Teresa	M	Florentino
301	Robert	M	Goggin
301	Shawn	C	Holt
301	Kenneth	D	Luciani
301	Rene	A	Morissette
301	Jacqueline	M	O'Connell

Local	First Name	M. Init	Last Name
301	Sue	L	O'Leary
301	Patrick	T	O'Rourke
301	Neil	P	Ryan
301	Daniel	W	St. Marie
301	Timothy	J	Sullivan
301	Scott	E	Surette
301	Sean	M	Sweeney
301	Hiram		Velez
302	Glenn	A	Bell
302	Anthony	R	Coleman
302	Juanita	M	Contreras
302	Christina		Davis
302	Dean	A	Deluna
302	Ernest	J	Grijalva
302	Steve		Gutierrez
302	Tim	S	Hammond
302	Edward	J	Lenzer
302	Thomas		Mayes
302	Dwight	E	Parker
302	Quiahna	A	Pile
302	Liberty		Velasco
303	Jose	J	Alvarado
303	Michelle	Y	Anderson
303	Benito	A	Araiza
303	David	E	Castillo
303	Eddie		Cowan
303	Van	F	Cunningham
303	Vikki	M	Eady
303	Lorenzo	D	Lewis
303	Daniel	A	Ortega
303	Esperanza		Salas
303	Eric	B	Schneider
303	Vida	S	Sloan
303	Brenda	C	Thompson
303	Juan	O	Torres
303	Javier	A	Valencia
303	Dorleatha	T	Willoughby
304	Beverly		Bell
304	Gregory	O	Hill
304	Randy	M	Howell
304	William	H	McLemore
304	Rondal	E	Pitcock
304	Gloria	J	Ward
304	Jennifer	E	Young
305	Rebecca	A	Bonham
305	Edward	N	Brooks
305	Dunleigh	Y	Cardin
305	Derrick	H	Carr
305	Debra	Y	Foust

Local	First Name	M. Init	Last Name
305	Lori		Freeman
305	Leslie	M	Hamlett
305	Eugene	B	Horton
305	Felandria	A	Jackson
305	Richard	J	Mason
305	Jose	M	Pena
305	Michael	T	Perry
305	Desiree	A	Pettway
305	Bridgette	D	Poole
305	George	M	Robertson
305	Marvin	D	Simpson
306	Steven	C	Barber
306	Mark	J	Blough
306	Jeff	A	Bridges
306	George	E	Cantrell
306	John	D	Castagna
306	Carmela	L	Catchings-Tyler
306	Richard	L	Coleman
306	Monica	R	Davis
306	Deborah	A	Gibbons
306	Miller	F	Hall
306	June		Harris
306	Robert	D	Howze
306	Belinda		Jackson
306	Johnnie	J	Jackson
306	Tamara	A	Jackson
306	Yvonne		Jones
306	Manuel		Lazu
306	Kenneth		Leftridge
306	Nick	R	Lehto
306	Larry	L	Long
306	Timothy	A	McKenna
306	Manuella	C	Morris
306	Gregory	D	Newsome
306	Max	C	Rehbein
306	Tyrone	P	Robinson
306	Tanisha	L	Ruth
306	Judy	A	Wells
306	Anthony	G	Williams
307	Glenn		Berrien
307	Rita		Tripp
307	Ellen		Carpenter
307	James		Haggarty
307	Marlon		Harris
307	Faye		Smith
307	Lolita		Wallace
307	Ursula		Patterson
308	Steven	M	Bahrle
308	Nicholas	A	Campellone

2016 NPMHU NATIONAL CONVENTION DELEGATE LISTING

(CONTINUED)

Local	First Name	M. Init	Last Name	Local	First Name	M. Init	Last Name	Local	First Name	M. Init	Last Name
308	Brian	L	Carson	313	Maurice	A	Torres	321	Cindy	L	Hoehl-Rinker
308	Sean	P	Craig	314	Anthony		Banks	321	Jeffrey	K	Morgan
308	John	A	Gibson	315	Bryan	K	Easley	321	Claude	L	Ridley
308	Robert	A	Glycenfer	315	Jerry	J	Harms	321	Michael	A	Ruiz
308	Michael	V	Mohan	315	Laurie	L	Harms	321	Oscar	L	Santillano
308	Michael	E	Rembelinsky	316	Leo	G	Ebio	321	Linda	K	Solomon
308	Shelby	J	Root	316	Irene	M	Lowery	321	Samuel		Tweneboa-Koduah
308	Quentin	R	Seth	316	Deborah	A	Retter	321	Errol	A	Wilson
308	Joseph	C	Zelenenki	316	Gene	D	Rezac	322	William	E	Best
309	Alex	M	Catello	316	Don	J	Sneesby	322	Richard	L	Chandler
309	Joyce	A	Miskell	317	Tammie	R	Miller	322	Teresa	M	Commisso
309	David	E.	Wilkin	317	James	C	Morris	322	Linda	J	Dehaven
310	Pervous	A	Badilishamwalimu	317	Fred	M	Slaughter	322	Kelly	A	Dickey
310	Beverly	C	Batts	317	Byron	D	Wesley	322	John	F	Szewczyk
310	Troas	N	Boyd	318	Wayne		Campbell	322	Roberta	L	Wanner
310	Carlos	J	Castellucci	318	Lynden		Clarke	323	Elizabeth	M	Dunning
310	Reginald	D	Chambers	318	Ken	J	Czwojdak	323	Brock	A	Engstrom
310	George		Coubertier	318	Daniel		Diaz	323	Gerald	F	La Barre
310	Vic		Davis	318	Cleveland		Dunbar	323	Jeffrey	H	Larsen
310	Charles	J	Franklin	318	Henry	L	Dupree	323	Kathleen	J	Schultz
310	Lisa	D	Greer	318	Ira	J	Edelstein	324	Daniel	J	Riemann
310	Robert	W	Larmore	318	Joye	L	Johnson	325	Don	O	Chapman
310	Nolan	V	McClendon	318	Gary	S	Jones	327	Larry	D	Burk
310	Chawanda	E	Parson	318	Stanley	R	King	328	Todd	P	Larson
310	Gary	B	Reid	318	Ben	H	Martin	329	Calvin	L	Booker
310	Reginald	J	Riggins	318	Victor	H	Mendez	329	Charles	H	Hill
310	Joseph	D	Sanders	318	Nicholas	G	Mosezar	329	John	R	Macon
310	Tommy	J	Simmons	318	Alberto		Perez	329	Robert	A	Mitchell
310	Antonio		Smith	318	Pete		Ramos	329	Kerry	A	Scates
310	Quinntella	K	Smith	318	King		Solomon	330	Robert	R	Griffith
310	Kenneth		Watson	318	Thomas	M	Staniec	331	David	R	Wisneski
311	Darren	H	Atterbury	318	Chris	D	Strang	332	Woodrow	D	Hendrickson
311	Byron	E	Bennett	318	Joyce	R	Weber	332	Karen	K	Knudsen
311	Nathan	R	Braziel	318	Stephen	L	Weber	332	Robert	G	McFall
311	Charles	A	Charleston	318	Edward	M	White	332	Edvina		Tesch
311	Dana	L	Davenport	319	Mark	W	Bennett	332	John	C	White
311	Shudana	D	Duncan	320	Arturo	R	Aguilar	333	Randy	L	Krueger
311	Jesse	J	Givens	320	Adrian	S	Alvarez	334	Sheldon	D	Adams
311	Marvin	L	Henry	320	Alex		Cervantes	NEB	Paul	V	Hogrogian
311	Harry	D	Kimbrough	320	Shawn	C	Garey	NEB	Jefferson	C	Peppers
311	Linda		Lewis	320	Bernie		Gonzales	NEB	Mark	A	Gardner
311	James	C	Lobo	320	Susanna	L	Paniagua	NEB	Lawrence	B	Sapp
311	Shirley	A	Mackey	320	Madelyn	E	Puricelli	NEB	Rodolfo	J	Santos
311	Roxie	J	Olds Pride	321	Phillip	W	Armendarez	NEB	John		Gibson
311	Billy	C	Sheppard	321	Michael	D	Blackburn	NEB	David		Wilkin
311	Otis		White	321	Steve	G	Brown				
311	Tonia	R	Wilson	321	Edward	H	Flagg				
312	Troy	L	Davis	321	Curtis	H	Grantham				

MAIL HANDLER ASSISTANTS

The Fishgold Arbitration Award was issued on February 15, 2013, and for the first time in NPMHU history that award created a new category of non-career mail handler employees called Mail Handler Assistants or MHAs. This new category now serves as the entry point for all future career mail handlers to be hired by the Postal Service.

As an MHA, or a former MHA, it is important that you know a little about the history of the NPMHU. The National Postal Mail Handlers Union was formed in 1905 as “The National Association of Post Office Rail Way Mail Laborers.” The term association was generally used during this era because unions did not gain lawful recognition in the federal government, which then served as the employer of all postal employees, until the early 1960s. In 1944, the term “Mail Laborer” was changed by an Act of Congress to “Mail Handler,” in part because legislation required that postal employees be provided designations such as crafts, categories, etc. In 1963, the Mail Handlers Union established its own Health Benefits Plan that still exists until this day.

In 1970, with enactment of the Postal Reorganization Act and the creation of the U.S. Postal Service as an independent establishment of the executive branch of the federal government, the major postal unions gained exclusive bargaining rights for their members. A few years later, in the mid-1970s, the Mail Handlers Union instituted an amalgamation process that resulted in our current structure, consisting of 37 Local Unions representing mail handlers in all fifty states as well as Puerto Rico and the District of Columbia.

At present time there are over 44,000 mail handlers in the Postal Service, including 5,500 MHAs on the rolls of the Postal Service. As noted earlier, the only outside source for future career hiring within the mail handler craft is from the ranks of the MHAs. The MHA workforce is comprised of non-career, mail handler bargaining unit employees who are hired from an appropriate register. MHAs are hired for a 360 calendar-day appointment. MHAs must

have a break in service of five days if they are to be reappointed. MHAs who are scheduled to work and report in 200 or more man year offices are guaranteed four hours of work or pay. Those MHAs who work in smaller installations are guaranteed two hours of work or pay. Wages or rates of pay for MHAs are determined by the National Agreement and increase each year. MHAs also earn night-shift differential, annual leave, and have their relative standing determined by initial date of hire. MHAs are assigned EINs and PINs, have access to LiteBlue, and have access to most aspects of the grievance and arbitration procedure.

MHAs are converted to full-time career status based on their relative standing in the installation in which they were hired. Upon conversion to career status, MHAs begin a new period of seniority. The time an MHA works prior to conversion does not count towards career service or seniority. An MHA has the right not to accept a career appointment and that non-acceptance does not change his or her standing on the relative standing list for future conversions. MHAs are paid overtime in accordance with the Fair Labor Standards Act, the Employee and Labor Relations Manual and the Fishgold Arbitration Award. MHAs cannot be required to work more than 12 hours per day, including overtime and meal time in a service day. MHAs earn annual leave based on the number of hours they work (one hour for each 20 hours of work in each pay period). MHAs also are entitled to FMLA protection.

MHAs are entitled to payment of continuation of pay (COP) and payment of compensation if injured on the job. COP for MHA employees should be calculated in accordance with 20 C.F.R. §10.216(b)(2). MHAs can serve as Union Stewards and the NPMHU is entitled to address all newly hired MHAs as part of the hiring process.

The National Office of the NPMHU as well as your Local Union have been working vigorously to improve the working conditions, rights, and benefits for all employees, especially those who are MHAs. Since the Fishgold Award, these are



THOMAS J. BRANCH, Manager, CAD

some of the things that the NPMHU has been able to accomplish for our MHAs:

- On August 7, 2013, the NPMHU finalized its Questions and Answers providing guidance for the 2013 Fishgold Arbitration Award.
- On September 26, 2013, the NPMHU settled a National-level dispute concerning the Postal Service's calculation of overtime for MHAs.
- On September 22, 2014, the NPMHU signed a MOU concerning the Relative Standing of MHAs and their Subsequent Seniority Upon Conversion.
- On March 16, 2015, the NPMHU entered into a settlement with the USPS to settle MHA cap grievances that resulted in the conversion of a number of MHAs to full-time career positions.
- On August 17, 2015, the NPMHU entered into a Memorandum of Understanding providing for a specific pecking order when filling residual vacancies, to include the conversion of MHAs. Since then, several thousand MHAs have been converted to career status.

On February 8, 2016, the NPMHU reached a Step 4 settlement on the important issue of the meaning of “just cause” when the Postal Service imposes discipline on MHAs.

Our work is not done, however. The NPMHU continues, most notably during the ongoing or latest round of bargaining with the Postal Service, to seek improvements in the working conditions of MHAs.

To all MHAs, thank you for your commitment and welcome to the NPMHU.

Thomas J. Branch
Manager, CAD

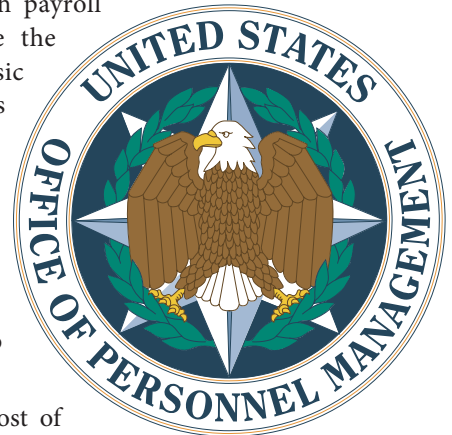


National Postal Mail Handlers Union

Announces Rare FEGLI Open Season Opportunity

The Office of Personnel Management (OPM) recently announced that an open season for the Federal Employees Group Life Insurance (FEGLI) program will be available to change your coverage starting September 1, 2016 through September 30, 2016. This is the first opportunity in eleven years to sign up for federal group life insurance without having to undergo a physical exam. During open season, career mail handlers and other postal and federal employees may enroll in FEGLI, or increase their coverage, without taking a physical exam or waiting for a Qualifying Life Event (marriage, divorce, death of spouse, or an eligible child joining the family).

Open seasons for FEGLI happen infrequently; the last opportunity was in 2004. FEGLI only provides term life insurance, which does not build up any cash value or paid-up value. Most career postal and federal employees are automatically enrolled in the basic FEGLI coverage and pay the premiums through payroll deduction unless they decline the coverage. In addition to the Basic coverage, there are three forms of Optional insurance each employee may elect. You must have Basic insurance in order to elect any of the options. Unlike Basic, enrollment in Optional insurance is not automatic—you must take action to elect one of the options.



For a postal employee, the cost of basic insurance is covered completely by the Postal Service. The basic insurance amount is equal to the greater of (a) your annual rate of pay (rounded up to the next even \$1,000) plus \$2,000 or (b) \$10,000. Additionally, employees under 45 years of age get the Extra Benefit, which doubles the amount of your basic insurance if you die when you are 35 or younger. The Extra Benefit decreases 10 percent each year until there is no Extra Benefit left. Postal and federal employees pay the full cost of Optional insurance, and the cost depends on your age. More information, including detailed rates, can be obtained through the Postal Service or on the Internet at www.opm.gov/healthcare-insurance/life-insurance/reference-materials/postalbooklet.pdf.

The Office of Federal Employees' Group Life Insurance (OFEGLI), which is a private entity that has a contract with the Federal Government, processes and pays claims under the FEGLI Program.

Coverage elected during the September 2016 open season will be effective in approximately one year, at the first pay period beginning on or after October 1, 2017. If you are satisfied with your existing FEGLI coverage, no action is required during open season to continue the coverage. However, you may reduce or cancel your FEGLI coverage at any time without waiting for an open season.

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LEGISLATION: WHAT'S ON THE HORIZON?

As the 114th Congress nears its conclusion at the end of this calendar year, the NPMHU still is hopeful that Congress will be able to pass progressive postal legislation that the Union can support. President Hogrogian has made clear, both in public statements and in private discussions, that what is needed is comprehensive legislation that grows the business without further delaying the service standards or further decimating the postal infrastructure. Legislative solution also must fix the unfair issue relating to prefunding the Retiree Health Benefits Plan.

The four union presidents representing the NPMHU, the American Postal Workers Union, the National Association of Letter Carriers, and the National Rural Letter Carriers, as well as key players from the mailing industry and the Postmaster General, have been discussing with Congress precisely what is necessary to reach the above goal.

In the most recent edition of the Mail Handler magazine, there was a full discussion of Senate Bill S.2051, already introduced by Senator Thomas Carper (D-DE). That legislation — named as the Improving Postal Operation, Service, and Transparency Act or iPost — contains provisions that the NPMHU can support, but also has several sections that must be opposed by the Union. At best, therefore, it is serving as a marker or a starting point that we hope can be amended and improved through hard work in the legislative process.

The NPMHU still is waiting for companion or similar legislation to be introduced in the House of Representative's Oversight and Government Reform Committee. A hearing was held on postal reform by the House Committee on May 11, 2016, chaired by Congressman Jason Chaffetz (R-UT). The hearing shed some light on a possible House bill and what might be included in it, but as of the printing of this article, no draft bill has been circulated. President Hogrogian has stated that the NPMHU will review any House bill before commenting on or committing to support such legislation. The key is whether the bill contains the four or five key items that will fix the unfair financial situation faced by the Postal Service, while allowing the USPS to grow its business.

President Hogrogian and his counterparts in the other postal unions have been asking both the Senate and the House leadership to introduce and support legislation that is not overly convoluted, but instead includes precisely what is needed on the key issues identified by the coalition formed by the unions, the PMG, and the major mailers. Only such legislation will give the American public another 239 years of reliable from the U.S. Postal Service and its dedicated employees. Stay tuned!

POLITICS 2016: General Election on November 8, 2016

The nation will elect a new President, many new Senators, and 435 members of the House of Representatives later this year, on Tuesday, November 8, 2016.

On one issue everyone can agree: Presidential politics has been nothing like anything that anyone has previously seen. The bickering, the name calling, and the level of disrespect is something to behold, and that is not said as a compliment!

It all started in earnest in 2015 with 17 combatants running in the Republican primary for President, including former and current Governors Bush, Kasich, Gilmore, Perry, Jindal, Pataki, Christie and Walker, former and current Senators Cruz, Rubio, Graham, Paul, and Santorum, former surgeon Carson and business executives Fiorina and Trump.

The nominee from the Republican Party will be Donald Trump, one of those labeled most unlikely to succeed when this process started more than one year ago.

The Democrats originally had five candidates, including former First Lady, former Senator, and former Secretary of State Hillary Clinton and current Senator Bernie Sanders. The Democratic nominee most likely will be Hillary Clinton come November.

The Senate cycle has 34 seats up for reelection in November 2016, 10 Democratic held seats and 24 Republican held seats up. The current makeup of the Senate favors the Republicans by a vote of 54 to 46, which includes 2 inde-



ROBERT LOSI, Legislative and Political Director

pendents that caucus with the Democrats. With the Republicans having to defend more than two-thirds of the open seats, gains by the Democrats are expected.

All 435 members of the House of Representatives are also up for reelection, with the current makeup of the House standing at 247 Republicans and 188 Democrats.

States that have gubernatorial races in 2016 are Delaware, Indiana, Missouri, Montana, New Hampshire, North Carolina, North Dakota, Oregon, Utah, Vermont, Washington, and US territories in American Samoa and Puerto Rico.

Many State legislatures also have elections in 2016, with 86 out of 99 state legislatures subject to reelection in November.

What can you do to be a meaningful part of the process? First, you must vote! If you are not already registered to vote, please contact your Secretary of State's office to find out the proper timeframe and method to register.

Second, join the NPMHU PAC, which supports members of Congress regardless whether they are Republicans, Democrats, or Independents. The key is how they vote, not the party affiliation. They need to support our issues to get our support.

Also, sign up to become a NPMHU E-Activist. It's easy to become involved and more importantly it's your duty to protect your job and your livelihood by supporting candidates and issues that support you!

Robert Losi
Legislative and Political Director

2016 PAC

INCENTIVE AWARDS



2016 PAC Incentive Awards

<u>Level</u>	<u>Donation</u>	<u>Award</u>
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Tumbler
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Duffel Bag
Ambassador	\$500	PAC Backpack

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 page 25 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.



GUIDE TO THE HATCH ACT

Restrictions on Political Activities for Mail Handlers and Other Postal Employees

With the 2016 Presidential elections approaching, all NPMHU representatives and members must remain cognizant of the restrictions on political activities that are imposed by the Hatch Act. Thanks to changes that were first enacted in 1993, postal and federal employees are allowed to participate in a wide range of political activities. Some activities remain off limits, however, and it is important to review the rules to make sure you remain within the law as you begin each campaign season. The following list should help you remember which activities are within your legal limits and which are not.

If you have any questions, you can call the Legislative and Political Department at the NPMHU National Office or you can call the U.S. Office of Special Counsel's Hatch Act Unit at 1-800-85-HATCH for more information.

PERMITTED

- Register and vote as you choose
- Assist in voter registration drives
- Contribute to political campaigns and organizations
- Volunteer on or manage a partisan campaign
- Recruit volunteers for a political campaign

- Raise money for the Mail Handler PAC from other NPMHU members and their families
- Display bumper stickers, lawn signs, and other campaign signs
- Attend a political fundraiser
- Run as a candidate for office in a non-partisan election
- Volunteer, hold an office, or participate in local and state political parties
- Express your opinions about candidates and issues
- Sign petitions
- Participate in political rallies and meetings
- Make campaign speeches for a candidate in a partisan election
- Campaign for or against referendum questions, constitutional amendments, or municipal ordinances

PROHIBITED

- Run for office in a partisan election
- Raise money for a candidate in a partisan election
- Host a fundraiser at your home
- Solicit political contributions in a speech
- Wear political buttons on duty

- Coerce employees to make a contribution to a campaign
- Solicit or receive political contributions or volunteer services from a subordinate employee (unless you are members of the same labor organization)
- Engage in political activities while on duty, in a postal facility or in a postal vehicle, or while wearing an official uniform, postal badge or other postal clothing
- Solicit or discourage the political activities of any person with business before the Postal Service
- Participate in non-Mail Handler PAC phone bank solicitations for political contributions
- Allow your name to be used on an invitation or mailing for fundraising purposes
- Display partisan posters on postal or federal or postal premises
- Use your official title to influence or interfere with an election

One particularly sensitive area that has come under recent scrutiny is the use of e-mail or Internet communications, especially while at work. For example, one federal employee was suspended for forty days without pay because he distributed — while on duty in a federal office



building — a partisan political e-mail to his co-workers, encouraging them to attend an event at which a candidate for office would be speaking. If you use electronic communications, even for permitted political activities, please be certain that you are doing so from home or another personal computer, and that you do not encourage others to forward your communication while at work in a postal facility.

In another recent case that has received a lot of publicity; a USPS employee was found to violate the Hatch Act by running as a candidate for election to a partisan political office on two separate occasions and knowingly soliciting political contributions through his website and on social media platforms like Facebook. Based upon these facts, the Office of Special Counsel, an administrative law judge, and the Merit Systems Protection Board (MSPB or Board) all agreed that the employee should be removed from employment, notwithstanding the recent passage of the Hatch Act Modernization Act of 2012. Pursuant to this Modernization Act, removal is no longer the presumptive penalty for a violation, but rather “[a]n employee who violates [the Hatch Act] shall be subject to removal, reduction in grade, debarment from Federal employment for a period not to exceed 5 years, suspension, reprimand, or an assessment of a civil penalty not to exceed \$1,000.” The MSPB concluded, however, that although the Board should now consider a “broader range of penalties” when determining the appropriate penalty for an employee’s violation, and the Board must now independently determine the proper penalty from among a range of permissible penalties, a flagrant and conspicuous and substantial violation still warrants removal from postal or federal or postal service.

You also should be aware that the Office of Special Counsel, the agency of the federal government that is charged with investigating cases of improper political activities by postal and federal and postal employees, has adopted some very extreme positions, especially with regard to the use of blogs and social networking sites. Blogging about politics at work clearly is prohibited, whether the blogging takes place on a desktop computer, a laptop, or even a smartphone, but even blogging during off-duty hours while at home could be a problem, according to the Special Counsel. This is because many campaign-related websites or blogs contain buttons or links seeking donations to the campaign, and the prohibition on seeking partisan campaign contributions is applicable at home or at work. The only narrow exception is that

you may solicit contributions for a partisan political campaign from NPMHU members and their immediate family while off the clock, if you are not on postal or union property, and are not using postal or union facilities. You may, however, use union facilities and union resources to solicit money for the NPMHU PAC, which is considered a nonpartisan group or entity, which is nonpartisan.

So when exercising your political rights during the 2016 campaign season, please do so fully, but with extreme caution.



SUN SAFETY IS NEVER OUT OF SEASON

Summer’s arrival means it’s time for picnics, trips to the pool and beach—and a spike in the number of sunburns. But winter skiers and fall hikers should be as wary of the sun’s rays as swimmers. People who work outdoors also need to take necessary precautions.

The need for sun safety has become clearer over the past 30 years. Studies show that exposure to the sun can cause skin cancer. Harmful rays from the sun — and from sunlamps and tanning beds — may also cause eye problems, weaken your immune system, and give you skin spots, wrinkles, or “leathery” skin.

Sun damage to the body is caused by invisible ultraviolet (UV) radiation. People recognize sunburn as a type of skin damage caused by the sun. Tanning is also a sign of the skin reacting to potentially damaging UV radiation by producing additional pigmentation that provides it with some — but often not enough — protection against sunburn.

Whatever our skin color, we’re all potentially susceptible to sunburn and other harmful effects of exposure to UV radiation. Although we all need to take precautions to protect our skin, people who need to be especially careful in the sun are those who have:

- Pale skin
- Blond, red, or light brown hair
- Been treated for skin cancer
- A family member who’s had skin cancer

If you take medicines, ask your health care professional about sun-care precautions; some medications may increase sun sensitivity.

Spending time in the sun increases the risk of skin cancer and early skin aging. To reduce this risk, consumers should regularly use sun protection measures including:

- Limit time in the sun, especially between the hours of 10 a.m. and 2 p.m., when the sun’s rays are most intense.
- Wear clothing to cover skin exposed to the sun; for example, long-sleeved shirts, pants, sunglasses, and broad-brimmed hats

- Use a water-resistant sunscreen that has an SPF of 15 or higher and broad spectrum (UVA and UVB) coverage.
- Reapply sunscreen at least every 2 hours, more often if you’re sweating or jumping in and out of the water.

The Truth About Sun Exposure

- Skin cancer is the most common cancer diagnosis in the United States. It also happens to be the most preventable type of cancer, but you need to take action to prevent it.
- Nearly 5 million people in the U.S. are treated for skin cancer every year, at an average annual cost of \$8.1 billion.
- The effects of sun exposure are cumulative. Every time you spend time in the sun without protection adds to the long-term damage of your skin. Even a few major sunburns can increase the risk of skin cancer.
- Unprotected skin can be damaged by the sun in as little as 15 minutes.
- Tanned skin is DAMAGED skin. Any color change in your skin — sunburn and suntan alike — is a sign that it’s been damaged.
- The long-term effects of ultraviolet (UV) radiation can also lead to premature aging of the skin. This can include discoloration, wrinkles, and a leathery look and feel.
- A change in your skin is the most common symptom of skin cancer. This could be a new growth, a sore that doesn’t heal, or a change in a mole.



Skin Cancer Prevention and Early Detection

Most skin cancers can be found early with skin exams. Regular exams by your doctor and checking your own skin frequently can help find cancers early, when they are easier to treat.

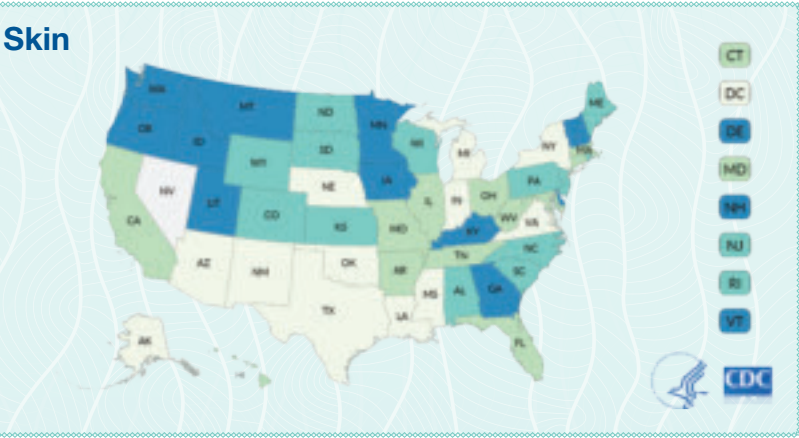
Regular skin exams are especially important for people who are at higher risk of skin cancer, such as people with reduced immunity, people who have had skin cancer before, and people with a strong family history of skin cancer. Talk to your doctor about how often you should have your skin examined.

- www.surgeongeneral.gov/
- www.hhs.gov/
- www.cdc.gov/cancer/dcpc/resources/features/SkinCancer/
- www.cancer.org/

Michael J. Hora
Executive Director, MHBP

Melanoma of the Skin Incidence Rates* by State, 2012

- Data not available
- 7.1 to 17.8
- 17.9 to 21.1
- 21.2 to 23.6
- 23.7 to 34.6



The One for All

This Plan is *Your* Plan

Our MHBP Standard Option has raised the bar for federal health benefits by enhancing benefits and lowering costs to you. Compare our Standard Option to other Standard — and even High Option — plans. We're confident you'll like how much you can save without giving up valuable benefits.

Sign up the next time you have an enrollment opportunity, ***this plan is your plan.***

For more information about our plans, call **1-800-410-7778** or visit **www.MHBP.com**.

Dental and Vision Coverage

With your union-sponsored health plan, you can add dental and vision coverage at low group rates — even if you don't have an MHBP health plan.*



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*Dental and vision coverage are provided by First Health Life & Health Insurance Company, Cambridge Life Insurance Company or Vision Service Plan, Inc. These benefits are neither offered nor guaranteed under contract with FEHBP but are made available 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. See certificates of insurance for full coverage details, exclusions and limitations.

This is a summary of the Mail Handlers Benefit Plan (MHBP). Before making a final decision, please read the 2016 official Plan brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2016 official plan brochures. ©2016 Aetna, Inc. All rights reserved.



MAIL HANDLERS



LOCAL 297



National President Paul Hogrogian and Legislative Director Bob Losi meet with Local 297's Council before visiting the KCMO P&DC.

Standing (l-r) Cecil Brown; Branch President-Kansas City, Missouri, P&DC, Claude Vance; Missouri State Executive Board Member, Dan Appelhanz-Branch President, Topeka National Print Center, Rick Western-Branch President, Springfield, Missouri, P&DC, Bridget Williams-Branch President, Kansas City, Kansas NDC, Zach Miller; Branch President, Wichita, Kansas P&DF, Cheryl Garrett-Kansas State Executive Board Member, Pamela Grant- Treasurer, Johnetta Saunders-Vice President, and Dennis Joyce-Recording Secretary

Seated (l-r) Bob Losi, Legislative and Political Director; Paul Hogrogian, National President; Chris Bentley, Local President

NATIONAL



(l-r) Senator Booker (NJ), National President Paul Hogrogian and Senator Menendez (NJ) meet and discuss sensible postal reform

LOCAL 311



Local 311 hosts comprehensive steward training program.

LOCAL 321



Representative Ed Perlmutter (CO-7) with Vice President Ed Flagg

NATIONAL



Senator Richard Blumenthal visits NPMHU to discuss postal matters

LOCAL 333



Representative Loeb sack attends a Local 333 function

ACROSS THE COUNTRY

LOCAL 303



Representative Adam Schiff (CA-28) meets with Local 303



Local President Javier Valencia meets with Rep. Schiff

NATIONAL



Congressman Capuano (MA-7) visits with President Hogrogian to discuss postal issues.

LOCAL 321



Local 321 honors Grand Junction Branch President Phil Armendarez and his 26 years of service to the Union. Phil (a.k.a. 24/7) served on 321's Council for 8 consecutive terms. Phil will retire on September 30, 2016.

LOCAL 332



Local 332 hosts Annual Dinner event

(l-r) Edvina Tesch- Salt Lake Branch President, Rob Greenwell- Treasurer, Rudy Santos- Vice President, Western Region, James Smith- Executive Board Member, Woody Hendrickson- Local President, and Bob McFall- Vice President

