

THE MAIL HANDLER

WINTER 2018

THE QUARTERLY PUBLICATION

POSTAL MAIL HANDLERS UNION

NEVERTHELESS, SHE PERSISTED

MAIL HANDLERS VOW TO PERSEVERE DESPITE
ANTAGONISTIC POLITICAL CLIMATE

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White House Budget threatens
federal benefits

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issues Hatch Act guidance on
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This is a summary of the features of the Mail Handlers Benefit Plan (MHBP). Before making a final decision, please read the 2018 official Plan Brochures (RI 71-007 or RI71-016). All benefits are subject to the definitions, limitations, and exclusions set forth in the 2018 official Plan Brochure.

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THE MAIL HANDLER

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Local 306 Mail Handler Doris Patterson containerizing letter trays for critical dispatch in Cardiss Collins postal facility, Chicago, IL.

THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

BATTLING THE EFFECTS OF DIMINISHING MAIL VOLUME

Paul V. Hogrogian, National President



The USPS continues to implement its extremely flawed Function 1 Scheduler across the country, and Mail Handlers continue to be adversely affected. The Postal Service continues to revert vacant assignments and abolish encumbered positions indiscriminately, and without regard to how this drastically affects the lives of Mail Handlers and their families and with little concern about how these changes affect the service that we provide to the American public. The reduced staffing will result in delayed mail processing, delayed delivery, and delayed service to our customers.

Thousands of Mail Handlers have had their lives turned upside down by having their start times, days off, and work assignments changed, only to have them changed again a month or two later. This appears to be a case of management not knowing what they are doing, but being in a hurry to do it.

The NPMHU at the National, Regional and Local levels continues to challenge and oppose these unwarranted and uncalled-for staffing changes on several fronts. At the National level, the NPMHU has initiated a grievance at Step 4 concerning violations arising from the Postal Service's plans to implement wholesale changes to work schedules, bids and work assignments based on the results of the Function 1 Scheduler. The National Office has also filed an Unfair Labor Practice charge with the National Labor Relations Board, trying to compel the Postal Service into disclosing more information about the Function 1 Scheduler and its impact on Mail Handlers and other postal employees. NPMHU Regional Directors have been meeting with their postal counterparts at the Area Level to address concerns associated with the F-1 Scheduler, while representatives from the Local Unions have been filing numerous grievances challenging each and every unwarranted bid reversion and abolishment.

USPS management also plans to involuntarily reassign Full-Time Regular Career Mail Handlers out of their current installations. According to our latest figures, the Postal Service has targeted 76 installations in which over 2,200 Mail Handlers would be adversely affected. The APWU is being similarly affected regarding clerk craft employees. These numbers can certainly get worse, as mail volumes and revenues continue to decline. The involuntary reassignments had been scheduled to be effective in February 2018 but have

now been pushed back to May of this year. We continue to challenge these impacts at all levels (National, Regional, and Local), and have been successful in reducing the number of impacted Mail Handlers and in some cases having the impact canceled in its entirety.

Postal management continues to argue that these changes are necessary because of the continuing decline in mail volumes, especially in First Class Mail, and the resulting drop in revenue. The Fiscal Year 2017 figures released by the Postal Service present a bleak outlook to say the least. The figures reflect a further decrease in First Class Mail of 3 billion pieces and a 2.3% decrease in marketing mail. First Class Mail is expected to decline another 3% during the current Fiscal Year 2018. The decline in marketing mail is most concerning because it is occurring during a time of supposed economic recovery. Package/Parcel volumes continue to increase (11.4% in 2017) but this increase is not enough to offset the decline in First Class and Marketing Mail volumes. The Postal Service showed a controllable deficit of \$800 million for Fiscal Year 2017.

The USPS is also considering plans to implement the closing and consolidation of mail processing facilities, which had been on hold for the past several years. The NPMHU believes that a decision to implement the closings and consolidations is an extremely bad idea because it would adversely affect service, which in turn would lead to a further reduction in mail volume and could result in a classic death spiral in American postal services. Cutting service is simply not the answer to the financial problems of the U.S. Postal Service.

The original list of those installations to be closed or consolidated contained 84 facilities. However, because many of the installations on that list have been "repurposed," the number of closings and consolidations is more realistically around 65 installations.

The NPMHU at the Regional, Local, and Branch levels will be meeting with their counterparts from the Postal Service to discuss the impacts at each individual installation.

The NPMHU continues to coordinate our response with our brothers and sisters from the APWU who are also being affected. We continue to provide a united front to show all concerned that all postal employees are united on this issue.

The National Office also is working with all postal stakeholders (postal unions, management associations, USPS management, and major mailers) to achieve meaningful postal reform legislation. The NPMHU remains committed to the passage of a Postal Reform Bill that would put the USPS on sound financial footing and would ensure that the Postal Service is able to continue to serve the entire American public at the level to which it has grown accustomed and at the level that it deserves. NPMHU Legislative and Political Director Bob Losi has been tirelessly working on this legislation.

In related news, the Postal Regulatory Commission (PRC) recently issued its proposed decision on if and how to change the USPS ratemaking system based on its 10-year review of ratemaking as contained in the 2006 postal reform legislation. The PRC has proposed to allow the USPS to raise its market dominant (including First Class Mail) rates by an additional 2% over the rate of inflation, measured each year by CPI-U).

offer were allowed to retire on either January 31, February 28, or March 31 of 2018. The NPMHU believes that this process was flawed from the very beginning. Postal management made the VERA offer without any advanced notice or bargaining with the NPMHU. Employees were forced to make life changing decisions with very little time or information to make that decision. The VERA offer contained no monetary incentive and provided little, if any, substantial value or benefit. If the USPS truly wanted to maximize the number of retirements, they should have bargained with the NPMHU in advance. Hopefully the USPS will engage in such bargaining and consultation before offering any more voluntary early retirements.

The NPMHU has already begun its preparations for the next round of bargaining. Our National Agreement is set to expire on September 20, 2019. Given the current financial situation of the Postal Service, the current political climate in the Nation's Capital, and the current uncertainty about Postal



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at all levels (National, Regional, and Local),
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the number of impacted Mail Handlers.

The Postal Accountability and Enhancement Act (PAEA) of 2006 had capped rate increases at the rate of inflation (CPI-U). This “cap” deprived the USPS of its ability to raise revenue in reaction to ever changing environments caused by declining mail volumes and other factors. Without the ability to raise rates above CPI for the past twelve years, the USPS chose to cut service, to reduce its workforce through reverting and abolishing jobs, and to consolidate/close mail processing facilities and post offices.

While the NPMHU believes that the PRC decision is a move in the right direction, we firmly believe that no cap is actually necessary. The USPS should have enough flexibility to set rates to ensure that it has the resources to fulfill its commitment to provide postal services to the American public. The NPMHU will be filing comments with the PRC advocating that no unfair cap be imposed.

The USPS has recently completed its latest Voluntary Early Retirement offer to eligible employees. Those accepting the

Reform legislation, we expect that these negotiations will be extremely difficult.

I remain confident that through the work of our Contract Administration Department and our legal representatives, and through the hard work of our Regional, Local, and Branch representatives, we can successfully meet any and all challenges that lie before us. But we must remain united in the face of the Postal Service's attacks on our jobs.

In these and other endeavors, the continuing support of all Mail Handlers is very much appreciated.

Fraternally,

Paul V. Hogrogian
National President

THE PERPETUAL CYCLE OF PROGRESS

Timothy M. Dwyer, National Secretary-Treasurer



It often seems as if there is no time to rest, as victories are scarce, and the finish line keeps moving. That is because the perpetual cycle of our work is never done. We just finished updating and distributing the fourth version of our Contract Interpretation Manual (CIMv.4) and finalized distribution of the current National Agreement, and it is already time to begin preparations for the next round of bargaining. We just survived our first year under a “unified” federal government, with Republican control of the House of Representatives, the Senate, and the White House, and it is time to prepare for the 2018 mid-term elections. The Mail Handlers Benefit Plan just wrapped up open season, and we have begun the process of reviewing benefits for the 2019 Plan year. The perpetual threat from the USPS to close or consolidate facilities first moved from September 2017 to February 2018, and now it is moving again to May 2018. To survive, we must prepare, train, fight, and stand-united.

To that end, at the upcoming SAMLU meeting in April, the National Office will be distributing thumb drives that contain the updated Contract Interpretation Manual. The parties continue to honor the mutual agreement to jointly develop and implement a Contract Interpretation Manual. This fourth version update sets forth the parties’ mutual understanding regarding the proper interpretation and/or application of the provisions of this Agreement. The CIMv.4 is 479 pages. This updated resource manual links CIM users to 412 identified sources including Step 4 settlements, National Arbitration decisions, pre-arbitration settlements, Memorandums of Understanding, ELM cites, Memorandums of Interpretation, Postal Bulletins, internal policy letters, Code of Federal Regulations language, and various postal handbooks and manuals. All in, the resource linked CIM v.4 contains nearly 3,000 pages.

Because of the size of the manual, it was not cost effective to print in hard copy. Not to mention the fact that a 3000-page manual is not user friendly. The pdf file is large and takes considerable time to download on slower connections. For these reasons, and to accommodate the many requests received from the field, each Union steward will receive a thumb drive loaded with the resource files described in this article. Local President are encouraged to make sure that the

National Office has a current list of representatives for each Local Union. The CIM v.4, with and without linked sources, also is posted on the NPMHU website under the *Member Resources* tab at www.npmhu.org.

The National Office also will include on the thumb drive, in addition to CIMv.4, the newly revised Steward Training Manual, the updated Article 12 Training Manual, and a Step 4 Resource Manual that will organize and present about 400 Step 4 decisions. Most of these documents are completely searchable. Electronic distribution of these resources will enable the Local Unions to print manuals if and when needed.

Our transition to the use of electronic media, where possible, has enabled the NPMHU to save time and money at the National and Local level. Many Locals expressed concerns about the method in which communications, manuals and related hardcopy material is transmitted from the National Office. For example, we learned that very often, the National Office would pay to print, package, and mail documents to a Local Union, only to have the document scanned, saved electronically, and discarded at the user level. To eliminate this wasteful exercise, we are generally transitioning to electronic files. For example, many Locals have elected to receive bi-weekly dues check-off reports electronically. Another example is the NPMHU’s semi-annual Reports of the Contract Administration Department Reports. It is not uncommon for these CAD Reports to exceed 300 pages and weigh several pounds. Local Presidents and SAMLU attendees have commented on the burden of hauling this extra weight home in their luggage, noting the preferred functionality and convenience of an electronic file. Please remember that current and archived CAD Reports dating back to 1994 are available behind the Member Resources link on the National website. The National Office also is exploring the option of reducing Convention reports and related documents to electronic (pdf) format for distribution to and use by Convention delegates. A preliminary analysis seems to show that, if we transition to electronic documents for the National Convention, we would save enough money in printing and transport to provide each delegate with a tablet or e-reader for purposes of accessing the relied upon e-documents. We are in communication with other labor

organizations to evaluate their experiences with electronic documents throughout conventions.

Given the vast amount of written and printed communications, and to embrace technology with considerations to time, money, and the environment, the National Office will continue to utilize electronic documents where feasible and where consistent with the needs of our membership, our representatives, and our Local Unions.

As we prepare for future battles, one cannot help but look at the political landscape and cyclical opportunities that exist. The Union's future can be influenced by the swipe of the pen, especially when that pen is in the hands of unfriendly politicians, and it can take years to recovery from a piece of bad legislation. The NPMHU must remain active and continue to fight to elect Union friendly Members of Congress, and we must extend these efforts to the state and municipality level. Much analysis has occurred over the results of the 2016 elections. Some say the supporters of

It is not uncommon for many House seats to swing against the party that controls the White House in mid-term elections. In the 2010 mid-term elections, following a Democratic White House victory, Republicans regained control of the House by picking up a net total of 63 seats. There is a 2018 mid-term opportunity at our doorstep, but to seize control, we must remain active. The tide began to swing this past year, on November 8, 2017. Union-supported Democrats won the Governor's races in New Jersey and Virginia and enjoyed countless down-ballot victories. Let's keep the momentum going.

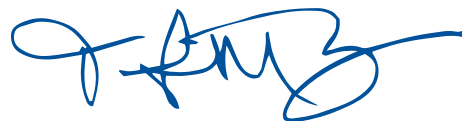
Finally, I will wrap up with a comment about the Postal Service's decision to exercise the Voluntary Early Retirement Authority (VERA). Each eligible member must make his or her own decision based on individual circumstances. This early-out offer is perfect for someone that was retiring anyway. But there is a reason why the USPS rolled out the VERA without consultation with the Union. The offer is absent of

Given the vast amount of written and printed communications, and to embrace technology with considerations to time, money, and the environment, the National Office will continue to utilize electronic documents where feasible and where consistent with the needs of our membership, our representatives, and our Local Unions.

worker-friendly candidates simply did not get out the vote. Others opine that the Republican sweep occurred because there was no great choice on the ballot. In the 2016 elections, only 55% of eligible voters cast ballots, compared to 60% in 2012, 63.7% in 2008 and 62.2% in 2004. I remain optimistic that the 2016 results were a wake-up call. Millions of women sent a message of unity to the White House by participating in the 2017 Women's March. The event occurred in every major city in America the day after President Trump's 2017 inauguration, and the Women's March was recently repeated on January 21, 2018. If the 2016 results angered you, or if you are troubled by the divisive tone coming out of the White House, I am calling on you to get involved and perform the most basic civic duty: register to vote; encourage your spouse, family members and friends to register to vote; vote in each and every election; and remain fully engaged in the issues.

any substantive value or incentive. In the January Update, we reported that 5,579 Mail Handlers would receive VERA offers. It turns out that 7,788 members actually were eligible and received annuity estimates. The fact that less than 85 Mail Handlers accepted the offer in advance of the first of three separation deadlines speaks volumes. The Union will share these results and future developments as the information becomes available.

In Solidarity,



Timothy M. Dwyer
National Secretary-Treasurer

VOLUNTARY EARLY RETIREMENT

Teresa Harmon, Manager, CAD



The USPS announced on January 4, 2018 that it had received authority from the Office of Personnel Management (OPM) to offer Voluntary Early Retirement (VER Authority) to eligible mail handler and clerk craft employees. There had been no prior notification or discussion with either impacted union prior to this date. After receipt of this announcement, the NPMHU requested a meeting with postal officials to discuss this unilateral, early retirement offer. We also submitted various requests for additional information on the early retirement itself and its effect on any employees who take it.

The NPMHU has learned that the Postal Service submitted the request for approval for this VER Authority to OPM on August 22, 2017, to assist with the downsizing and reshaping of its workforce due to the dramatic short and long-term decline in mail volume. The Postal Service stated in its request that 2,500 mail handlers were subject to being impacted by involuntary excessing from their facilities, reassignment, and/or separation, and that a VERA would give the agency the opportunity to reduce the number of involuntary personnel actions that might be necessary. At the time of its request, there were 39,850 career mail handlers with 5,570 being eligible for early retirement. This number of 5,570 did not include those mail handlers who are eligible for regular retirement. (As of January 2018, there were 7,788 career mail handlers that are eligible for VER. The Postal Service has projected that less than 3% of eligibles, or 210 mail handlers, will accept this VER offer.) OPM approved the request, giving the Postal Service authority to offer a VER through December 31, 2018.

To be eligible to retire under the VERA, an employee must have completed at least 20 years of credible service and be at

least age 50, or have completed 25 years of credible service and be any age. At least five (5) years must be credible civilian service, not military service. Employees may use military service to meet the balance of service required for eligibility.

Eligible employees who wish to retire under the VER may chose one of three effective dates – January 31, 2018, February 28, 2018, or March 31, 2018.

The timeline that the Postal Service has established for this VER is as follows:

- Mailing of Annuity Estimates and VER Packages 1/8/18–1/12/18
- VER Window Period 1 1/15/18–1/26/18
- Irrevocable Date 1 for VER Decision to Retire 1/26/18
- VER Effective Date 1 1/31/18
- VER Window Period 2 1/15/18–2/23/18
- Irrevocable Date 2 for VER Decision to Retire 2/23/18
- VER Effective Date 2 2/28/18
- VER Window Period 3 1/15/18–3/23/18
- Irrevocable Date 3 for VER Decision to Retire 3/23/18
- VER Effective Date 3 3/31/18

There is no monetary incentive being offered with this VER, unlike the ones previously offered in 2009 and 2012. Mail handlers or other employees who accept this offer will simply be able to retire before they reach the required age and years of service. To include a monetary incentive, the Postal Service is required to bargain with the Union on the value of that incentive. The Postal Service believes that it is not required to bargain with the affected Unions when no monetary incentives are offered in conjunction with the VER offer. At this point, the Postal Service has given no indication of its desire to bargain on this matter.

The decision to retire under this VER offer is a personal individual choice. Each eligible employee should carefully

Please take advantage of this retirement counseling prior to making your final decision.

consider how a voluntary early retirement would affect their future retirement benefits and make an informed decision based on this information before accepting this offer.

Some points that need to be considered before making a decision:

- If you are an employee covered by CSRS, you will have your annuity reduced by 2% for each year that you are under age 55.
- If you are covered by FERS, you will earn 1% of your salary as an annuity for each year worked. An example — If you worked 20 years, your annuity will be 20% of your high-3 average salary.
- If you are under the Minimum Retirement Age (MRA), you will not receive the Social Security Supplement until you reach the MRA.
- You will not receive Cost Of Living Allowances (COLAs) on your annuity until you reach MRA.
- You cannot make additional contributions to TSP or receive employer contributions as you would with continued employment.

- Your health plan premium payment will increase to the level paid by all other federal annuitants (and federal employees) rather than receiving the more favorable Postal Service employer health benefits contribution. You also do not get the tax break for pretax payment of health insurance.
- Your Dental and/or Vision Benefits premiums will not be paid at the pretax rate.
- Flexible Spending Accounts are not available to annuitants.

Any employee considering this VER offer should carefully read the packet that is being sent out by the Postal Service. This packet provides essential information, including your annuity estimate and information about benefits that would be available or not available with an early out retirement. There also will be information on who to contact and how to arrange for USPS retirement counseling. Please take advantage of this retirement counseling prior to making your final decision. Other valuable information can be found on Liteblue at <http://liteblue.usps.gov>, OPM at <https://www.opm.gov>, TSP at <https://www.tsp.gov>, and FSAFEDS at <https://fsafeds.com>.



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TRUMP BUDGET FOR FY2019

DIRECTLY TARGETS POSTAL EMPLOYEES AND RETIREES

Earlier this month, the Trump Administration issued its second annual budget proposal. Much like last year's budget, the FY 2019 Trump budget attacks our hard earned benefits that were won through many rounds of contract negotiations and legislative activities during past years. Listed below are some of these unjust proposals that, if enacted, would have a punishing effect on our active and retired members. All members should rest assured that the NPMHU will be working hard to make certain that these proposals are rejected by Congress and never see the light of day.

ON FEDERAL RETIREMENT

This Trump budget proposes to **increase FERS contributions** for active federal and postal employees covered by the Federal Employees Retirement System (FERS). Contributions from employees would be increased by one (1) percentage point each year until employee contributions equal the Postal Service's governmental contributions. Full imple-

mentation of this proposal would take 5 to 6 years, and for certain mail handlers would result in increased employee payments of about 6% of base pay over that period. The actual impact on Mail Handlers would depend on their date of hire into the career complement, as Mail Handlers hired before 2013 now pay 0.8 percent, while Mail Handlers hired after 2013 pay either 3.1 percent or 4.4 percent. Under this proposal, the FERS contribution rate—currently 14.5%—would eventually be split 50-50 between Mail Handlers and the Postal Service.

The Trump budget also proposes additional cuts for all future retirements under FERS and the Civil Service Retirement System. This part of the Trump proposal would require that the computation of **retirement benefits be based on a high-5 rather than a high-3 system**. More specifically, employees retiring under an enacted Trump budget would have their annuities based on their highest average pay over five years (high-5)

instead of over their highest average pay over three years (high-3).

Another change proposed by the Trump budget would **eliminate the annuity supplement** that attempts to bridge the gap for employees who choose to retire under FERS before they turn 62 years of age and therefore qualify for Social Security benefits. For Mail Handlers who prefer to retire prior to age 62, this change could have a devastating impact.

Another lowlight of the Trump budget proposal would **eliminate cost-of-living adjustments (COLAs)** for newly retired FERS retirees, whereas CSRS retirees would see a 0.5 reduction in future COLAs each year. These changes, if enacted into law, would cause great distress for retirees who necessarily rely on annual COLA increases to maintain their standard of living.

The Trump budget also would **reduce the interest rate on the Government Bond (G) Fund** portion of the Thrift Savings Plan (TSP), which is the most used investment vehicle



available in the TSP. The new rate of return would be tied to the interest rate on 90-day Treasury bills, instead of an average based on higher medium- and long-term Treasury bond rates. For example, using the past 12 months, this change would reduce the rate of return from 2.33 percent to only 1.55 percent, with this penalty on participants increasing if longer-term interest rates continue to rise.

FEDERAL EMPLOYEES HEALTH BENEFITS

In addition to cuts in retirement, the Trump budget also proposes, for all active and retired federal employees, to decreasing the federal government's contribution to the Federal Employees Health Benefits Program (FEHBP) from the current 72 percent to only 65 percent.

This change would not immediately apply to active Mail Handlers covered by Article 21 of the National Agreement, but it would encourage the Postal Service to continue submission of its routine bargaining proposals that seek to shift more

of the costs of health insurance to Mail Handlers and other postal employees.

POSTAL SERVICE CUTS

The Trump budget refers to postal reform, but only to propose a reduction in USPS costs totaling more than \$44 billion over the next ten years. Little substance is provided, but the Trump Administration undoubtedly would support USPS service cuts, likely through the closing or consolidation of mail processing facilities, use of more efficient delivery methods (reducing door to door delivery) or a reduction in delivery schedule.

U.S. DEPARTMENT OF LABOR

Under the proposed Trump budget, a 21% cut would be applied to the Labor Department, including deep reductions in worker training, especially in areas affected by natural disasters, for veterans, and for Native Americans.

Notwithstanding these drastic cuts, the Trump budget includes major increases for the Office of Labor-Management Standards to support

additional audits of labor unions and more intrusion into the internal affairs of most labor organizations.

NATIONAL LABOR RELATIONS BOARD

The Trump budget proposes a 9% cut in funding for the National Labor Relations Board, an independent agency that is important for the enforcement of employee rights. This has led to proposals to eliminate Regional Offices and centralize more NLRB activities in the currently anti-union, Washington, DC office.

Obviously, this Trump budget for FY 2019 is only a proposal, and is unlikely to be adopted in its current form. But it demonstrates the priorities of the White House, which clearly seeks to cut wages and benefits for federal and postal employees, while cutting the size of government without any rationale. The NPMHU will work with Congress to ensure that these proposals are roundly rejected.

TAX PLAN SIGNED INTO LAW BY PRESIDENT TRUMP

Robert Losi, Legislative and Political Director



With one stroke of his pen on December 22, 2017, President Trump signed the largest tax reform bill since President Ronald Reagan's 1986 overhaul. It took virtually an entire year of his term for President Trump to pass his first piece of major legislation (H.R.1) on a purely partisan vote.

In the Senate, all Republicans voted for the bill and all Democrats and Independents opposed the bill, leading to a final vote of 51-48. On the House side, it was also passed in a completely partisan way, with 224 Republicans supporting the legislation and all 201 Democrats voting to oppose this controversial legislation. Twelve House Republicans also voted with the Democrats against the bill.

In contemporaneous polling, the legislation proved to have many critics, as more than 55% of Americans opposed the bill and only 33% indicated approved for this major tax overhaul.

Among the controversial changes contained in the bill are the following:

- Lowering the top marginal tax rate from 39.6% to 37%, giving a 2.6% reduction in taxes to nation's top earners;
- Lowering the corporate tax rate from 35% to 21%;
- Temporarily reducing, only slightly, the tax rates on most workers, although by the year 2027 an estimated 84% of Americans will pay more in taxes, with virtually all cuts going to those earning more than \$200,000 per year.

The price tag for this bill will raise the national debt by at least \$1.45 trillion over the next ten years, which in turn will allow most Republicans to argue for cuts in Medicare, Medicaid, Social Security, and other federal and postal benefits when Congress looks to pay for this unnecessary boondoggle.

THE SENATE DEMOCRATS COMMITTEE MEMBERSHIPS FOR THE 2nd SESSION OF THE 115th CONGRESS

(* DENOTES SENATOR IS A NEW MEMBER OF THE COMMITTEE)

Agriculture:

- Senator Tina Smith*

Appropriations:

- No Changes

Armed Services:

- No Changes

Banking:

- Senator Doug Jones*

Commerce:

- Senator Jon Tester*

Energy:

- Senator Tina Smith*

Environment

and Public Works:

- Senator Chris Van Hollen*

Finance [Committee

membership ratio changed from

14 (Republicans) – 12 (Democrats) to 14 (Republicans) – 13 (Democrats):

- Senator Sheldon Whitehouse*

Foreign Relations:

- No Changes

Health, Education, Labor & Pensions:

- Senator Tina Smith*
- Senator Doug Jones*

Homeland Security and Government Affairs:

- Senator Doug Jones*

Intelligence:

- No Changes

Judiciary [Committee

membership ratio changed from

11 (Republicans) – 9 (Democrats) to 11 (Republicans) – 10 (Democrats):

- Senator Cory Booker*
- Senator Kamala Harris*

Aging:

- Senator Doug Jones*

Budget:

- No Changes

Joint Economic:

- No Changes

Rules:

- No Changes

Small Business:

- No Changes

Veterans' Affairs:

- No Changes

Ethics:

- No Changes

Indian Affairs:

- Senator Tina Smith*

WHITE HOUSE ANNOUNCES THREE NOMINEES TO THE POSTAL BOARD OF GOVERNORS

The current Postal Board of Governors (BOG) is comprised of only two members, namely Postmaster General Megan Brennan and Deputy Postmaster General Ron Stroman. When fully constituted, the BOG should encompass eleven members, with the nine missing members subject to nomination by the President and confirmation by the Senate.

In October 2017, President Trump submitted the names of three potential candidates. The three nominees are former Postal Service Inspector General David Williams; Pennsylvania resident and businessman Calvin Tucker; and past Republican National Committee Chairman Robert Duncan, who is also affiliated with a major political action committee (the Crossroads PAC) that supports Republican candidates for federal office. The nominees were referred to the Senate Homeland Security and Governmental Affairs Committee, which is supposed to schedule thorough hearings and then send the nominees to the full Senate for an up or down vote.

POLITICAL SCENE

On November 6, 2018, our country will have our midterms elections, with 435 members of the U.S. House of Representatives

and 34 members of the U.S. Senate up for reelection. As of early February 2018, 38 Republican incumbents have decided to either retire or seek higher office, and that number should continue to grow. Political pundits believe that, with President Trump's record low approval ratings, the number of incumbents leaving office could switch control of the House to the Democratic Party.

The result of Alabama's special election in December 2017, with Democrat Doug Jones defeating former Judge Roy Moore, the Senate now is controlled by the Republicans with only a small, two-member majority. However, the Democrats have 26 seats they must defend this year, while the Republicans need only to defend 8 seats. The doomsday feelings that many Democrats have felt until recently have subsided somewhat, with observers believing that President Trump's low approval ratings also could help some Senate Democrats to keep their seats.

If you or family members are not registered to vote, please check with the Secretary of State's office in your State, where you can register and find the dates to which you must adhere to vote in this year's primary and general elections.

Become part of the solution and vote for the candidates that support working families and a strong and vibrant U.S. Postal Service.

U.S. OFFICE OF SPECIAL COUNSEL ISSUES HATCH ACT GUIDANCE ON SOCIAL MEDIA

On February 13, 2018, the U.S. Office of Special Counsel (OSC), which is the federal agency charged with enforcing the Hatch Act applicable to federal or postal employees, issued written guidance concerning the use of social media under the Hatch Act. This guidance was released in conjunction with a 50-day suspension without pay of a Postal Service employee for posting 116 partisan political postings or messages on his Facebook account, while on duty, which conduct reportedly occurred shortly after the employee received Hatch Act training.

The guidance comes with two written products, including one that contains real world examples such as the following: "You stay at work during your lunch break and check Facebook on your personal cell phone. A Facebook friend posted a message about an upcoming event supporting a candidate in a partisan race. Even if you are not in a pay

status during your lunch break, you may not like or share that post while you are in the workplace."

As the 2018 mid-term elections approach, it is imperative for all employees to be aware of the limitations imposed by The Hatch Act. Generally stated, employees may not engage in political activity while on duty or in the workplace. Political activity is an activity directed at the success or failure of a political party, candidate in a partisan race, or partisan political group.

With the proliferation of social media, and in response to numerous questions, the OSC was compelled to issue the "Hatch Act Guidance on Social Media" and the "Social Media Quick Guide" to illustrate how social media and the Hatch Act intersect. Mail Handlers are encouraged to review the guide (see page 14) and take all steps to avoid non-compliance, as the penalties can be severe.

HATCH ACT SOCIAL MEDIA QUICK GUIDE

PLEASE NOTE THAT THIS QUICK GUIDE IS NOT COMPREHENSIVE.
FOR COMPLETE GUIDANCE, SEE **HATCH ACT GUIDANCE ON SOCIAL MEDIA**.

FOR ALL FEDERAL EMPLOYEES

Social Media Action	May Not Do Anytime	May Not Do on Duty or at Work	May Do Anytime
1. Like, share, or retweet a post that solicits political contributions, including invitations to fundraising events	X		
2. Post or tweet a message that solicits political contributions or invites people to a fundraising event	X		
3. Use an alias on social media to solicit a political contribution for a political party, candidate in a partisan race, or partisan political group	X		
4. Use a social media account designated for official purposes to post or share messages directed at the success or failure of a political party, candidate in a partisan race, or partisan political group	X		
5. Engage in political activity on a personal social media account if you use such an account for official purposes or post in your official capacity	X		
6. Send to subordinates, or a subset of friends that includes subordinates, any message that is directed at the success or failure of a political party, candidate in a partisan race, or partisan political group	X		
7. Use your official title or position when posting messages directed at the success or failure of a political party, candidate in a partisan race, or partisan political group	X		
8. Post, like, share, or retweet a message in support of or opposition to a political party, candidate in a partisan race, or partisan political group		X	
9. Like, follow, or friend the social media account of a political party, candidate in a partisan race, or partisan political group		X	
10. Use an alias on social media to engage in any activity that is directed at the success or failure of a political party, candidate in a partisan race, or partisan political group		X	
11. Accept invitations to, or mark yourself as “attending,” a fundraising event on social media		X	
12. Include your official title or position and where you work in your social media profile, even if you also include your political affiliation or otherwise use your account to engage in political activity			X
13. Continue to follow, be friends with, or like the official social media accounts of government officials after they become candidates for reelection			X

FOR FURTHER RESTRICTED FEDERAL EMPLOYEES ONLY

Social Media Action	May Not Do Anytime	May Not Do on Duty or at Work	May Do Anytime
1. Share or retweet posts from, or the page of, a political party, candidate in a partisan race, or partisan political group	X		
2. Link to campaign or partisan material of a political party, candidate in a partisan race, or partisan political group	X		
3. Post to or like the social media accounts or messages of a political party, candidate in a partisan race, or partisan political group		X	
4. Engage in political activity on social media that is not done in concert with or on behalf of a political party, candidate in a partisan race, or partisan political group		X	

2018 PAC

INCENTIVE AWARDS



2018 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Tumbler
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Hoodie
Ambassador	\$500	PAC Raincoat w/ Weekender bag (2 items)

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 16 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.

NPMHU PAC

2017 CONTRIBUTORS



The National Postal Mail Handlers Union Political Action Committee (NPMHU PAC) contributes to campaigns of candidates for and incumbents of Congress who repeatedly demonstrate “concern for working people and for [the] aims and objectives of the NPMHU and the entire trade union movement.”

The PAC is non-partisan in its operations, and, by federal law, is financed completely through voluntary contributions from members and groups who subscribe to the objectives of the Mail Handlers PAC.

Your Union needs your active involvement in contributing to the Political Action Committee to assist candidates who will work to protect the wages and benefits of all Mail Handlers. Our PAC membership is small but growing larger. Below is a list of the 2017 contributors to the NPMHU Political Action Committee. It is an honor roll of members who have contributed to the growing political power of your Union.

PAC CONTRIBUTIONS FOR 2017

MEMBERSHIP LEVEL: **AMBASSADOR** (contributed at least \$500 last year)

297	Michael E Caird	304	Darvis G Wanton	311	Byron E Bennett	323	Tina L Freeman
297	Nathaniel R Campbell	304	Gloria Ward	313	Luis R Toyos	323	Jeffrey Larsen
299	Calvin H Takae	305	Amber R Slater	315	Jerry L Alexander	323	Kathleen J Schultz
300	Charles Price	306	Mark J Blough	316	Pago O Afualo	323	Douglas C Vitek
300	Kevin Tabarus	306	Richard L Coleman	316	Renita Conley	324	Daniel J Riemann
300	Donald Utz	306	Miller Hall	316	Leo G Ebio	327	Ronnell E Smith
301	Jeffrey L Anderson	306	June Harris	316	Gary W Kalich	329	Samuel Hudson
301	Edward C Barnes	306	Wayne A Hopkins	316	Irene M Lowery	329	Cynthia J Smith
301	Robert L Burke	306	Marlon G Johnson	316	Courtney M Retter	329	Julius Takacus
301	Patrick J Donovan	306	Kenneth Leftridge	316	Deborah A Retter	331	Michael L Foster
301	Mark D Elia	306	Manuella C Morris	316	Gene D Rezac	333	Craig S Bindrum
301	John Hegarty	306	Gregory Newsome	316	Don Sneesby	333	Bernal Gutierrez
301	Rene Morissette	307	Rita K Tripp	317	Don G Turner	333	Doris D Hampton
301	Randy Oliver	308	John Gibson	318	Carlos A Davila	333	Greg J Webb
301	Patrick T O'Rourke	309	H A Fagan-Solis	318	Laurence B Sapp	334	Alexander Adams
301	Martin X Paredes	309	Joyce Miskell	320	Adrian S Alvarez	334	Sheldon D Adams
301	Charles W Pierce	309	Mark A Nitkiewicz	320	Alex Cervantes	Nat'l Staff	Robert Blum
301	Neil Ryan	309	Nick J Pruchnicki	320	Robert F Fournier	Nat'l Staff	Timothy Dwyer
301	Daniel W St. Marie	310	Pervous Badilishamwalu	320	Shawn C Garey	Nat'l Staff	Kevin Fletcher
301	Sean M Sweeney	310	Willie B Burks	320	Felipe M Ruiz	Nat'l Staff	Donald Gonzales
301	William L Zayat	310	Carlos J Castellucci	320	Simon Spotts	Nat'l Staff	Teresa Harmon
302	Anthony R Coleman	310	Reginald D Chambers	321	Chance L Goodson	Nat'l Staff	Paul Hogrogian
303	Denise E Brown	310	George Coubertier	321	Zack J Mischo	Nat'l Staff	Michael Hora
303	Lance S Holmes	310	Lisa D Greer	321	Jeffrey K Morgan	Nat'l Staff	Robert Losi
303	Daniel A Ortega	310	Robert W Larmore	321	Claude L Ridley	Nat'l Staff	Charles Manago
303	Debra Works	310	Nolan V McClendon	321	Michael A Ruiz	Nat'l Staff	Eileen Mills
304	Harmon L Dixon	310	Chawanda E Parson	321	Samuel Tweneboa-Koduah	Nat'l Staff	David Ross
304	Gregory Hill	310	Reginald J Riggins	322	Kelly Dickey	Nat'l Staff	Thomas Ruthers
304	William McLemore	310	Carlton D Stephens	322	Michael McIntyre		
304	Rondal E Pitcock	310	Kenneth Watson	322	John F Szewczyk		

MEMBERSHIP LEVEL: **LEADER** (contributed at least \$250 last year)

297	Pamela D Grant	304	Rakel Dudley	315	Rodney L Cardwell	328	T J Noonan
297	William J Staab	304	Michael Sexton	316	Thomas E Bilodeau	329	Calvin L Booker
297	Ricky Western	305	Phillip M Johnson	316	John C Luke	329	Woodrow H Douglas
297	Bridget O Williams	305	Michael T Perry	316	Gregory A McGovern	329	John Macon
299	Jason H Adachi	305	Shavonnie N Zimmerman	316	Petra Rezac	330	Robert R Griffith
299	Tanya L Arcangel	306	Jeff A Bridges	316	Mark N Sagatu	332	Woodrow Hendrickson
300	Richard Couvertier	306	George E Cantrell	317	Ronnie Sanders	332	James A Smith
300	Wilfredo Delgado	306	Austin F Carr	318	Luis R Centeno	333	Barry L Adair
300	Alex J Frazier	306	John W Corley	318	Larry T Dowdell	333	Mike C Ballard
300	Stanley Howard	306	Michael R Fromme	318	Shawndala M Jones	333	Steve C Benshoof
300	Yvette Johnson	306	Richard Porter	318	Enrico L Reedy	333	Charles Blair
300	Daniel N Martinelli	306	Max C Rehbein	318	Thomas E Sheldon	333	Tim A Brettmann
300	Anthony York	307	Cheryl A Vague	318	King D Solomon	333	Wayne P Burch
301	John M Bessette	308	Nicholas A Campellone	318	Chris Strang	333	Susan M Cowman
301	Michael A Coletta	308	Jeanne Gladilina	318	Ronnie Whitfield	333	Kyle R Hanks
301	Scott Curtis	308	Robert A Glycenfer	320	Arturo R Aguilar	333	Alisa A Hoffman
301	Bernard Dambach	308	William M Harris	320	Arnoldo C Balderrama	333	Robert P Howe
301	Geoff Henderson	308	Ronald Judge	320	Darren A Dankert	333	Alan B Joiner
301	Marty F Jarmulowicz	308	Michael Mohan	320	Aaron A Hernandez	333	Caral R Kingery
301	Sharlene M Labore	308	Ralph Montes	320	Jorge Hernandez	333	Jeffery L Marean
301	Charles A Masterson	308	Scott B Newman	320	Madelyn E Puricelli	333	Monica Marshall
301	Giancarlo Pani	308	Michael Rembelinsky	321	Brenda J Bazykowski	333	Ervin McKnight
301	John J Reilly	308	Octavia T Sas	321	Edward H Flagg	333	Frankie B Micile
301	James M Roche	308	Mildred K Wagner	321	Roberto S Hernandez	333	Jeffrey D Mount
301	Joseph Stanlione	308	Richard C Zeh	321	Richard J Lairscey	333	Sally J Myers
301	Victorino D Tiongson	308	Joseph C Zelenenki	321	Daniel D Oliver	333	Baribor Z Ngia
301	Dorothy A Wollensack	309	Daniel J Cornish	321	Ed Oliver	333	Mark R Sanders
302	Paula M Ward	309	John A Esterdahl	321	Jenny L Rose	333	Kathleen A Shipman
303	Phillip J Ciulla	309	Gregg A Hubbard	321	Errol A Wilson	333	John D Wright
303	Cesar E Enciso	309	Lisa M McDonell	322	William E Best	334	Barbara R Pridgen
303	Wendell L Jackson	309	Timothy R Morath	322	Joseph P Fitzgerald	334	Anthony D Shell
303	Jason B Marlow	310	Vic Davis	322	Richard A Harris	Nat'l Staff	Nina Gallauresi
303	Oswaldo Quintana	310	Charles Franklin	323	Brian D Blatchford	Nat'l Staff	Eugene Horton
303	William J Roux	310	Wilmer C Minnifield	323	Brock A Engstrom	Nat'l Staff	Mitzi Montemore
303	Juan Torres	311	Kenneth B McFarland	328	Todd P Larson		

MEMBERSHIP LEVEL: **ACTIVIST** (contributed at least \$100 last year)

299	Jose M Bautista	301	David L Desharnais	302	Kimberly A Garcia	303	Ronald Williams
299	Ronald K Fisher	301	Mark Dragone	302	Dwight E Parker	304	Thomas Davis
299	Ernest J Knight	301	William Flynn	303	Jose J Alvarado	305	David G Cocke
299	Edelmiro Rodriguez-Moral	301	Fred S Hickey	303	Loren B Chase	305	Richard L Flanagan
300	Gloria I Barrios	301	Thomas S Kondroski	303	Terrie L Collins	305	Danny J Mangan
300	Raymond Bermudez	301	Allen R Lecours	303	Paul M Costello	305	Jose M Pena
300	Peter H Bilotta	301	Agostino D Lopes	303	Howell P Fontanilla	305	Byron B Scott
300	Howard L Curry	301	Mathew McGrath	303	Cathy T Gravino	306	Brian K Bragg
300	Robert Koontz	301	Bernard S Meehan	303	Larry L Hall	306	Tiffany M Byers
300	Lucy Lombardo	301	Jacqueline J O'Connell	303	Christina B Harper	306	Vincent Gross
300	Frank W Longo	301	John M O'Connell	303	Christopher L Harris	306	Robert D Howze
300	Thomas P Mullahey	301	Michael J Pasquale	303	Henrietta Hogg	306	Jeanine M Hutcherson
300	Joseph A Palau	301	Vincent Raillo	303	Kathleen Y McNeil	306	Sharifa T Knowles
300	Mark Palovchek	301	Dennis W St Pierre	303	Patricia O'Brien	306	Manuel Lazu
300	Shirley Ramos	301	Timothy Sullivan	303	David M Palmas	306	Nick R Lehto
300	Sharon C Scott	301	Hiram Velez	303	Ray Paniagua	306	Sharon Norris
300	James L Smith	301	Keith E Vincent	303	Carlos B Perez	306	Curt A Przyborowski
300	Ronald J Sodaro	302	Glenn Bell	303	Aukushan D Scantlebury	306	Michael A Richards
300	Theresa Start	302	Helen M Cerda	303	Eric B Schneider	306	Joseph E Sell
301	Gregory H Barberian	302	Shawn M Dalton	303	Kenneth D Smith	306	Judy A Wells
301	Cindy J Depietro	302	Dean A Deluna	303	John A Stewart	306	Anthony G Williams

MEMBERSHIP LEVEL: **ACTIVIST** (contributed at least \$100 last year) *continued*

306	Mae H Winters	316	Sean P Fryer	327	Brock A Isakson	333	Dennis J Irvin
306	Dani E Zimmerman	316	Roberto Garza	328	Larry Karsten	333	Lee M Kessler
307	Ellen E Carpenter	316	Johnny L McKissick	328	Darren R Marso	333	Sherri L Kingery
307	Bill Harris	316	Steve R Migaud	328	Arlan D Smedsrud	333	Randy L Krueger
307	Marlon A Harris	316	Richard M Neal	330	John W Regis	333	Danelle M Krull
308	Ottina A Fallz	316	Michael A Rolniak	331	Daniel K Barnaby	333	Robert J Lawson
308	Mitch M Fite	316	Salvatore P Schillaci	331	Lloyd C Johnson	333	Danny J Luing
308	Christopher V Lee	316	Katrina L Taua	331	Nathan D Price	333	Victoria L Mann
308	Matthew Matteis	316	Anthony Q Watson	332	Robert Greenwell	333	Angela L Marshall
308	Shelby J Root	317	Rodney Tyus	332	Steven W Jensen	333	Francis N Montgomery
308	Raymond R Rosenberger	318	James J Becker	332	Robert G McFall	333	Calvin J Nettles
308	Laurene Smith	318	Shimmel O Brown	332	Matthew A Stevens	333	David M Parrish
308	Ronald L Sweetman	318	Wayne Campbell	332	Edvina Tesch	333	Timothy A Perrigo
309	Robert E Albright	318	Cono D'Elia	333	Mark A Alexander	333	James E Pledger
309	Rebecca Bicksler	318	Gary S Jones	333	Steve E Bauman	333	Dennis E Reeser
309	Alex M Catello	318	Ben H Martin	333	Bryant M Blackman	333	Douglas D Riseley
309	James J Ditchfield	318	Ronald L Nordyke	333	Harvey B Blackman	333	Larry D Rose
309	Paul R Forshey	318	Jorge L Ortiz	333	Thomas M Blair	333	Dwaynise E Schoep
309	Edward J Hamlin	318	Ralph V Simmons	333	Grant M Bresley	333	Blake M Scott
309	Ronald A Heiss	318	Donna F Turner	333	Denise Brown	333	Corey A Smith
309	Robert P Law	318	Suzanne M Viveiros	333	Joseph M Burriola	333	Jeffrey J Smith
309	Ruben R Martin	318	Amber J Wintermute	333	Michael K Carpenter	333	Michael S Smith
309	Raymond G Morrison	320	Daniel E Barrett	333	Wayne A Coe	333	Brian J Tallman
309	Christopher M Rine	320	Theresa M Corcoran	333	David J Coffman	333	Karen A Tallman
309	Lori M Sabatino	320	Bernie Gonzalez	333	Robert J Connair	333	Donald E Thomas
309	John Tankalavage	320	David J Worhack	333	Eric Cory	333	Mary A Trucano
310	Troas N Boyd	321	Deb J Alder	333	Dave M Current	333	Leslie Y Trujillo
310	William J Hopkins	321	Curtis J Beattie	333	Lorren S Dennison	333	Susanna L Ward
311	Linda Lewis	321	Michael D Blackburn	333	Geralyn A Doescher	333	Lawrence L Ware
311	Bridget P Lightbourne	321	Daniel K Elliot	333	John K Fickes	333	Vistoria S Warren
311	Michael F Panarelli	321	Robert J Koryto	333	Terry L Fitzgerald	333	Kurtis P Weeks
311	Lelo Simmons	321	Richard E Ruiz	333	Shane F Ford	333	Richard P White
311	Abdul R Whisenhunt	322	J W Harker	333	David W Freeman	333	David C Williams
312	Alice Bingham	322	Ken T Koscinski	333	Deborah J Hall	333	Stephanie S Yang
312	Vanessa Emery	322	James Lubbert	333	John W Haus	334	Norman V Hall
313	Irene Sanchez	322	Timothy A Parker	333	James R Heath	Nat'l Staff	Thomas Branch
313	Maurice A Torres	323	Dean M Abatte	333	Kenny A Hepker	Nat'l Staff	Mark Gardner
315	Colin M Moore	323	Matt P Lopez	333	Lori J Heuton	Nat'l Staff	Noah Giebel
315	Kevin A Parsons	323	Michael R Straiton	333	Stephan D Hopkins	Nat'l Staff	Debra Meyers
316	Alan E Brashear	324	Stephen Ikley	333	Michael M Huck		
316	Aaron K Doherty	327	Larry D Burk	333	Larry Humeston		

MEMBERSHIP LEVEL: **SPONSOR** (contributed at least \$52 last year)

297	Cecil D Brown	300	Kim R Pinkney	301	Debra M Houghton	303	Maura L Pettit
297	Joseph C Denner	300	Andre Spence	301	Gerald Hunt	303	Robert Rodriguez
297	Dennis L Joyce	300	Gilbert S Stevens	301	Scott Lasell	303	Elisa M Salazar
297	Leroy W Vance	300	Victor L Stewart	301	Linda S Lee	303	Thomas R Sansevere
299	Kathy A Hanson	300	Trevor Stuart	301	Michael R Normandin	304	Fred D Topping
300	Mark S Chandler	300	Charsesa L Tevenal	301	Sue O'Leary	304	Grag Wake
300	John J Costigan	300	Fitzgerald Turkvan	301	Rachel S Stevenson	305	Edward N Brooks
300	Irene Delgado	301	Michael Biso	301	Mark J West	305	Lamar Grigsby
300	Spencer M Elfenbaum	301	George E Buckley	302	Melinda C Grijalva	305	Ernie R Sawyer
300	Stephen B Fletcher	301	Paul A Bureau	302	Linda R Ishmael	306	Steven C Barber
300	Ricardo Gonzales	301	Reynaldo Figueroa	302	Claude L Vance	306	Dennis R Gunn
300	Andrea Haynes	301	Robert M Goggin	303	Jeffrey L Corsaro	306	Jacqueline M Jarr-Camps
300	Dawn M Licata	301	Thomas M Hackett	303	Christopher M Gayles	306	Geiselle P Williams
300	Steve M Morrow	301	Robert Hacunda	303	Laurie S King	308	Brian L Carson
300	Atika Muhammad	301	Michael Hatem	303	Kofi Opantiri	308	Willam A Cross

MEMBERSHIP LEVEL: SPONSOR (contributed at least \$52 last year) continued

308	Steven L Harvey	310	James Densler	318	Andrew D Robertson	332	Michael D Tucker
308	Keith W Johnston	310	Marvin A Parker	320	Steven T Montgomery	333	Robert J Allen
308	Sandford King	310	Gary B Reid	320	Robert M Tallent	333	Laura Barefield
308	Joseph D Labriola	311	Jack R Bell	320	Marcosa V Vargas	333	Cameron E Barnes
308	Richard A Leinbach	312	Troy Davis	321	Norm B Patterson	333	Marvin R Bennett
308	Robert W Nuss	313	Martiza Cardona	321	Eric J Reen	333	Emannuel George
308	Craig Rollerson	313	Fredis L Maldonado	321	Daniel Rountree	333	Edna G Grayson
308	Garry L Simmons	313	Abdiel Quinones	321	Linda K Solomon	333	Steve W Huth
308	Alicia Smith-Allen	313	Idelfonso Rivera	322	Keith J Earll	333	John B Louden
308	Geraldine Sterrette Cooper	313	Xaira M Rivera	322	Edward J Shrift	333	Mary E Mason
308	Richard D Vennera	313	Richard Sierra	322	Roberta L Wanner	333	Daniel E Olvera
309	James A Colling	316	Carol Edwards	322	Deborah R Watson	333	Joseph W Reese
309	Rick D Frantz	316	Betty L Finley	323	John P Frey	333	Craig M Thompson
309	James E Fye	316	S M Kim	323	Gary C Tollefsrud	333	Lonnia A Whisler
309	Gary S Gove	316	Terry A Sluciak	324	Joe D Impson	334	Kent D Holliday
309	Douglas S Heyden	318	Ken J Czewojdak	325	Tarus L Esco-Cole	Nat'l Staff	Clare Hurley
309	Michael J Knapik	318	Charlotte T Douglass	328	Neil E Edberg		
309	Adrien G Rameau	318	Emmanuel Ortiz	332	Karl E Salzer		

MEMBERSHIP LEVEL: MEMBER (contributed at least \$26 last year)

300	Minerva Fuentes	303	Laurence Williams	309	Jerry Smith	318	Santo Romano
301	Todd M Bjunes	304	Beverly Bell	309	James R Williams	318	Joyce Weber
301	William Bolduc	304	Raymond G Butts	311	Carl J Debnam	318	Stephen L Weber
301	Philip J Devlin	304	James Clark	311	Belvin R Eddington	320	Tommy A Greer
301	Joseph P Fallis	305	Lori Freeman	311	Paul K Kanoa	321	Patrick J Bond
301	Robert J Fisher	305	Cheryl Y Johnson	311	Frank H La	321	Louis A Crew
301	Earl D Kimball	305	Robert A Ricketts	311	Michael E Lawton	321	Richard L Eckhart
301	Steven Punzo	306	Jovan Gorrell	311	R Y Moore	321	Kevin Kne
301	Joseph B Robinson	306	Gabriel Rodriguez	311	Jose M Velez	323	Michael J Bastian
301	Stephen N Zaccaro	308	Velma Jackson	312	LaJeune A Smith	329	Lyndon Cox
302	James C Carlson	308	Kris Keehn	314	Douglas D Adkins	331	David Wisneski
302	Stephen Martin	308	Joseph S Leotta	315	John D Claney	332	David J Gomez
302	Brian D Sheehan	308	Warren E Mclendon	315	James J Kline	333	William B Dunn
303	Levette L Birdsong	308	Neil C Muller	316	Eric A Snyder	333	Gary M Terrell
303	Timothy A Cabot	308	Floyd M Steinmetz	316	Brian K Yang	334	Michael T Howell
303	Richard Castro	309	William P Goeseke	318	Daniel Diaz	334	Paul L Jorgensen
303	Christopher J Marrero	309	Gregory A Murzynski	318	Louis S Garnett	Nat'l Staff	Elizabeth Johnson
303	C E Socha	309	Donald C Slate	318	Robin T Person	Nat'l Staff	Bruce Lerner

**Thanks to all of the 2017 contributors to the
NPMHU Political Action Committee —
the many members who have contributed to the
growing political power of your Union.**

NEVERTHELESS, SHE PERSISTED

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



Although its first official meeting is scheduled for April 2018, the new NPMHU Women's Committee has been active since its appointment late last year. The committee consists of the following eight mail handlers: Committee Chairperson June Harris—Central VP/Local 306 President; Teresa Harmon—CAD Manager; Felandria Jackson—Local 305 President; Kelly Dickey—Local 322 President; Juanita Contreras—Local 302 Vice President; Yvette Johnson—Local 300 Vice President; Joyce Weber—Local 318 Treasurer; and Roxie Olds-Pride—Local 311 Treasurer.

As previously noted, the mission of the NPMHU Women's Committee is to encourage, recruit, and engage women of all backgrounds to join and be active in the National Postal Mail Handlers Union and the entire labor movement. We want to strengthen our sisters and help them achieve a better standard of living for themselves and their families.

One primary goal of the Women's Committee is to serve as an advocate about issues stemming from the unique barriers and challenges faced by women within the workplace. To this end, we hope to become a liaison on these issues to USPS management through the NPMHU's Contract Administration Department.

With the arrival of 2018, we know that the year holds the possibility of tremendous progress on various issues concerning women in the Postal Service. As everyone surely knows, the percentage of women represented in our great Union has increased significantly in recent years. Women now have major influence in the NPMHU and in labor unions across our nation.

That is one reason why we find it imperative to voice our support for the **#MeToo** movement. Although this movement has touched women from diverse races, ethnicities, and industries, the members of the NPMHU Women's Committee want to state publicly that we are also dedicated to making sure that our voices, issues, and thoughts are being heard in every possible forum. We too have heard the stories of women in the Postal Service who have experienced some form of harassment, sexual and otherwise, from their co-workers. Most are afraid to report this blatant disrespect by fellow workers because of their basic need to provide for their

families. Many times, the fear of reprisal keeps them silent. The NPMHU Women's Committee wants to assure the entire NPMHU membership that we are going to confront this problem head on.

In an effort to arm ourselves with the necessary tools and information, Committee Member Roxie Olds-Pride of Local 311 and I attended the 2017 Women Build Nations Conference sponsored by LiUNA and other building trade unions. This meeting was held in Chicago, IL from October 13 to 15, 2017. The attendees came from just about every state in our country and from many professions that are male dominated. It was inspiring, yet sometimes saddening, to hear the numerous stories told by our Sisters. There were numerous workshops given on various topics to help in educating and protecting women in the workplace. ***One vital message of the conference was the importance of joining with our Brothers in the labor movement in a joint effort to achieve the goals of equality, respect, and fairness in the workplace and our unions.***

March is "Women's History Month." The National Theme this year is ***"NEVERTHELESS, SHE PERSISTED: Honoring Women Who Fight All Forms of Discrimination Against Women."*** This phrase was born out of a speech recently given by Senator Elizabeth Warren (D-MA) during the Jeff Sessions confirmation hearings, when Senate Majority Leader Mitch McConnell, R-KY, tried to silence her. At the time, Warren was reading an opposition letter penned by Coretta Scott King in 1986. ***"Nevertheless, she persisted."***

During the month of January, two of our Sisters, Local 322 President Kelly Dickey and Local 302 Vice President Juanita Contreras, attended their local "Women's March" held in Pittsburgh, PA and San Francisco, CA, respectively. The constant theme across our nation at the numerous marches on this day was "the power of the women's vote" or "power to the polls." We need to be heard loud and clear in the mid-term elections this year. In unity, there is strength!!

If you have any issues or agenda items you want addressed by the NPMHU Women's Committee, please submit them to any committee member. We are looking forward in great expectation to a lively exchange of ideas and suggestions.

PEBBLES IN YOUR PLUMBING FLUSHING KIDNEY STONES

Michael J. Hora, Executive Director, MHBP



Have you ever heard that passing a kidney stone is more painful than giving birth? Each year, more than 1 million people in the U.S. rush to the emergency room with pain caused by a kidney stone.

Kidney stones are hard, pebble-like pieces of material that form in one or both kidneys. They're caused by high levels of certain minerals in your urine.

Stones vary in size from tiny crystals that can only be seen with a microscope to stones over an inch wide. Tiny stones may pass out of your body without your even noticing. With larger stones, you won't be so lucky. Stones that are larger than a pencil eraser can get stuck in the urinary tract—and that can really hurt.

Everyone is at some risk for developing kidney stones. "It is a very common condition," says Dr. Ziya Kirkali, a urologist at NIH. "One out of 11 individuals in the U.S. is affected by this disease."

Kidney stones can form at any age, but they usually appear during middle age (40s to 60s). Of those who develop one stone, half will develop at least one more in the future.

"Probably one of the most important reasons why people form stones is dehydration," Kirkali says. When urine is too concentrated, minerals can build up and form stones. "I can't over-emphasize the importance of drinking plenty of water, because that's the most effective way of preventing kidney stone disease."

During the warmest months of the year, you're at greatest risk of becoming dehydrated. "So it is really important to drink more than you usually drink during the cooler days or months," Kirkali says.

To detect kidney stones, your doctor may order lab or imaging tests. Lab tests look in urine for blood, signs of infection, minerals (like calcium), and stones. Blood tests can also detect high levels of certain minerals. "About 80% of all stones are made of calcium oxalate," Kirkali says. Knowing what the stones are made of can help guide treatment.

Treatment also depends on the stone's size and location. CT scans or plain X-ray imaging can help your doctor pinpoint the location and estimate the size of a kidney stone. Depending on what your doctor finds, you may be pre-

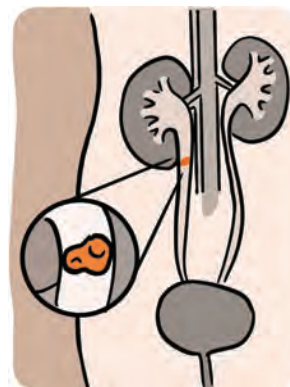
scribed medicine and advised to drink a lot of fluids. Or, you might need a procedure to break up or remove the kidney stone.

There are different procedures for breaking up or removing kidney stones. One method delivers shock waves to the stone from outside of the body. Other strategies involve inserting a tool into the body, either through the urinary tract or directly into the kidney through surgery. After the stone is located, it can be broken up into smaller pieces.

Once you've had a kidney stone, you have an increased chance for having another. NIH-supported scientists are studying ways to prevent kidney stones from returning.

"We always tell our patients to drink more, but it's not so easy to really increase your fluid intake," Kirkali says. A new study is testing a method to encourage people to drink more fluids each day. Other NIH-funded studies are trying to unravel why some people seem more at risk of developing kidney stones. Still others are looking into how to better detect stones and treat them.

Don't let the pain of kidney stones send you to the emergency room. Keep hydrated! But if you develop any of the symptoms shown in the "Kidney Stone Clues" section, see your doctor right away.



KIDNEY STONE CLUES

See your health care provider if you have any of these symptoms:

- Sharp, severe pains in your back, side, lower belly, or groin
- Nausea and vomiting
- Blood in your urine, making it look pink, red, or brown
- Constant need to empty your bladder
- Pain when you urinate
- Difficulty urinating



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Nothing replaces the tactile value of hardcopy mail. In particular, direct mail continues to serve as a key driver in most multichannel marketing plans. On the other hand, the Postal Service™ understands consumers' increasing desire to interact and communicate digitally with everything, including their mail.

To strengthen the value of mail in the digital world, the Postal Service is making investments to help bridge the gap between the physical and digital worlds to create an innovative experience for consumers.

One of those major investments is Informed Delivery, an innovative feature that allows consumers to preview their incoming mail and manage their packages. The feature is available to residential consumers in the majority of ZIP Codes™ across the country. More than 6.4 million consumers are signed up for Informed Delivery, and the number keeps growing.

As more consumers and Postal Service employees sign up—yes, Postal employees are eligible—it's important to know all the facts about Informed Delivery. These frequently asked questions explain how Informed Delivery helps you preview mail and track packages.

HOW DOES INFORMED DELIVERY® WORK? WHAT WILL I SEE?

Informed Delivery allows users to preview their incoming mail and manage their packages in one convenient, online location. Users receive email notifications containing grayscale images of the exterior, address side of incoming letter-size mailpieces that are arriving soon. These images

are also accessible on the Informed Delivery dashboard at informedelivery.usps.com. (Images of larger mail, such as catalogues or magazines, are only provided if the business mailer conducts a synchronized digital marketing campaign.)

For items with USPS Tracking®, users will be able to view delivery status of packages, provide USPS Delivery Instructions™, manage their notifications, and schedule redelivery from the dashboard. Most USPS® domestic packages tied to the address associated with a USPS account will be automatically available on the Informed Delivery dashboard. Users can also receive USPS Tracking updates for incoming packages via separate email or text notifications.

The Informed Delivery dashboard displays mailpiece images for a seven-day period, while package information displays for 15 days after each package has been delivered. Users can also opt-in to receive email or text notifications for status updates on incoming packages.

WILL I SEE IMAGES OF ALL MY MAILPIECES?

At this time, images are provided for mailpieces that are processed through USPS automation equipment. Not all flat-sized mail is processed through automation equipment; some flat mailings will display a notification stating, "A mailpiece for which we don't currently have an image is included in today's mail."

HOW OFTEN ARE INFORMED DELIVERY EMAIL NOTIFICATIONS SENT?

The Postal Service generates an email each day your household receives letter-size mail that is processed through

the USPS automation equipment. If no mail is processed through automation that day, you will not receive an Informed Delivery notification. Notifications are not sent on days when there is no mail to be delivered, Sundays, or federal holidays.

HOW DO I RECEIVE EMAIL NOTIFICATIONS?

Informed Delivery notifications containing images of your letter-size mailpieces are sent to your email inbox using the email address in your personal usps.com® account profile. If you receive over 10 pieces of mail, you will see 10 mailpieces in the email notification and will be provided a link to see the remainder of your household's mailpieces on the dashboard at informedelivery.usps.com. For packages and traceable indicia, you may also designate a separate email from the one listed in your usps.com account profile to receive notifications; to view this option, navigate to your Informed Delivery dashboard and select "Settings."

WHAT WILL I ACTUALLY SEE IN THE NOTIFICATIONS?

Informed Delivery notifications include an image of the exterior, address side of the mailpiece, which generally includes the sender address. The inside contents of the mailpiece are not imaged, and the notifications do not include any information about the contents. In some instances, business mailers will provide colorful, clickable content that will appear in place of or alongside your mailpiece images. This supplemental content is interactive and allows you to take immediate action on a mailpiece. Notifications for packages are received separately from mailpiece notifications and include status updates (not images) via email or text message. See the

"Package Features" section of the Informed Delivery FAQs for more information.

HOW DO I SIGN UP FOR INFORMED DELIVERY®?

Your ability to sign up for Informed Delivery is dependent on living at an eligible residential address and the ability to verify your identity. You will also need to create a personal usps.com® account if you do not already have one. Go to informedelivery.usps.com and select "Sign Up For Free" to get started. Detailed sign up instructions are provided in the *Informed Delivery FAQs*.

HOW CAN I TRACK INCOMING USPS PACKAGES?

Most USPS domestic packages tied to the address associated with your usps.com account will be automatically available on your Informed Delivery dashboard. You can also manually enter USPS Tracking numbers to add packages to your dashboard. By opting-in to notifications in your Informed Delivery settings, you can receive tracking updates on incoming packages directly to your email or via text message to your mobile device—you don't even need to enter a tracking number!

CAN I MANAGE THE DELIVERY OF A PACKAGE THROUGH INFORMED DELIVERY?

Yes! You can leave delivery instructions to let your carrier know where to leave your package using USPS Delivery Instructions or you can schedule a package to be redelivered if you miss a delivery.

CAN I ALSO AUTOMATICALLY TRACK PACKAGES I SEND?

For outgoing packages, you can add a tracking number to your Informed Delivery dashboard, and set your preferences to receive updates (via email, text message, or both) on outgoing packages throughout every step of the delivery process!

SINCE THE TRACKING NUMBER DOESN'T TELL ME WHAT'S IN THE BOX, HOW CAN I IDENTIFY WHAT'S BEING DELIVERED?

You can personalize your incoming or outgoing packages by adding a "Nickname." Navigate to your Informed Delivery dashboard, select the Packages tab, choose a package and select "Add Nickname +."

IS INFORMED DELIVERY ONLY AVAILABLE ONLINE?

You can manage your account online at informedelivery.usps.com, or, you can download the Informed Delivery app to your mobile phone or tablet.

Informed Delivery is a great way to be ready for this holiday shopping season. Sign up today at informedelivery.usps.com!



MAIL HANDLERS

ACROSS THE COUNTRY



LOCAL 332 INSTALLATION OF OFFICERS

National President Paul Hogrogian reads the Oath of Office to the newly elected officers of Local 332. Pictured (l-r) Rob Greenwell Local 332 Treasurer, Matt Stevens Local 332 Recording Secretary, Edvina Tesch Salt Lake Branch President, Woody Hendrickson Local 332 President, Bob McFall Local 332 Vice President, Tyson McKean Local 332 SEBM, Paul Oblad Provo Branch President, and Paul Hogrogian National President.



LOCAL 316 INSTALLATION OF OFFICERS

Local 316 recently completed its installation of officers, on hand for the ceremony was National President Paul Hogrogian to swear in the new officers. Pictured (l-r) Deborah Retter Local 316 Recording Secretary, Leo Ebio Local 316 Vice President, Tim Dwyer National Secretary-Treasurer, Gene Rezac Local 316 SEBM & Seattle Branch President, Shawn Bezella Seattle Branch President, Don Sneesby Western Region Vice President and Local 316 President, Paul Hogrogian National President, Steven Kim Anchorage Branch President, Mike Navratil Spokane Branch President, and Irene Lowery Local 316 Treasurer.



LIUNA WOMEN CONFERENCE

NPMHU Women's Committee members Roxie Olds-Pride (left) and June Harris (right) with Terry Healy, LiUNA International Vice President



LOCAL 331 INSTALLATION OF OFFICERS

National President Paul Hogrogian was present to swear in the recently elected officers of Local 331. Pictured (l-r) Max Jaramillo Local 331 Treasurer, Paul Hogrogian National President, David Wisneski Local 331 President, Ramona Chavez Local 331 Vice President, James Claytor Albuquerque Branch President, Don Sneesby Western Region Vice President, April Esquibel Local 331 Recording Secretary, and Daryl Richardson Local 331 SEBM.



LOCAL 311 TOUR

The NPMHU National Executive Board recently toured the San Antonio P&DC. Pictured (in no particular order) Lawrence Sapp Southern Region Director, John Gibson Eastern Region Vice President, Patricia Johnson Steward, Paul Hogrogian National President, Jesse Givens Chief Steward, Roxie Olds-Pride Local 311 Treasurer, June Harris Central Region Vice President, Otis White San Antonio Branch President, Peter Montana Jr. Steward, Don Sneesby Western Region Vice President, David Wilkin Northeast Region Vice President, Charles Charleston Local 311 President, Marvin Henry Tour 2 Chief Steward, Robert Barnes Tour 3 Chief Steward, and Tim Dwyer National Secretary Treasurer.



LOCAL 321 SHOP STEWARDS TRAINING

Eastern Region Vice President and National Trainer John Gibson along with Local 310 President and National Trainer Andy Badilishamwalimu and members of the Denver CAD Field Office were all on hand for the Local 321 Shop Stewards Training.



LOCAL 322 INSTALLATION OF OFFICERS

National President Paul Hogrogian and Eastern Region Vice President John Gibson were on hand at Local 322 to swear in the new officers. Pictured (l-r) Back Row- Bill Best Local 322 Vice President, Rich Harris Branch President Pittsburgh, Kam Collins Local 322 SEBM. (l-r) Back Row- Paul Hogrogian National President, Kelly Dickey Local 322 President, Linda DeHaven Local 322 Recording Secretary, Deb Watson Branch President Pennwood, Donna Truschel Local 322 Treasurer and John Gibson Eastern Region Vice President.



LOCAL 317 INSTALLATION OF OFFICERS

National Secretary-Treasurer Tim Dwyer and Southern Region Vice President Lawrence Sapp were both on hand for the Local 317 installation of officers. In attendance were (l-r) Julius Tate Montgomery Branch President, Maria Boucher Huntsville Branch President, Anthony Jones Recording Secretary, Lawrence Sapp Southern Region Vice President, James Morris Local 317 President, Charles Harris Mobile Branch President, Tim Dwyer National Secretary-Treasurer, Tammie Miller Local 317 Treasurer, Fred Slaughter Local 317 SEBM, and Byron Wesley Local 317 Vice President.



LOCAL 334 INSTALLATION OF OFFICERS

Local 334 President Sheldon Adams performs the installation of officers oath to the newly elected Local 334 officers. On hand were (l-r) Alexander Adams Local 334 Recording Secretary, Tracei Ealey-Beard Local 334 Vice President, Walter Smith Local 334 SEBM, and Sheldon Adams Local 334 President.



LOCAL 312 INSTALLATION OF OFFICERS

National President Paul Hogrogian was present to swear in the newly elected officers of Local 312. Pictured (l-r) Eric Hardnett Local 312 Vice President, Robert Williams Local 312 SEBM, Venessa Emery Local 312 Recording Secretary, Troy Davis New Orleans Branch President, Keven Perry Shreveport Branch President, Alice Bingham Local 312 Treasurer, Troy Gallet Local 312 President, and Paul Hogrogian National President.



LOCAL 301

Local 301 Mail Handler Gerald Burke receives his 50 Years of Service Pin from the USPS. Pictured (l-r) John Bessette Brockton Branch President, Mail Handler Gerald Burke, and Daniel St Marie Local 301 President.



LOCAL 309 INSTALLATION OF OFFICERS

National President Paul Hogrogian and National Secretary-Treasurer Tim Dwyer braved the Buffalo sub-zero temperatures to be on hand for the Local 309 installation of officers. Pictured front row (l-r) John Esterdahl Syracuse Branch President, Greg Hubbard Rochester Branch President and SEBM, Joyce Miskell Local 309 Treasurer, Rebecca Bicksler Rochester Branch President and Paul Hogrogian National President. Pictured back row (l-r) Tim Dwyer National Secretary-Treasurer, Lisa McDonnell Buffalo Branch President, Mark Nitkiewicz Local 309 Vice President, David Wilkin Northeastern Region Vice President and Local 309 President, and Alex Catello Local 309 Recording Secretary and Albany Branch President.

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