

THE MAIL HANDLER

SUMMER 2019

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

MAIL HANDLERS CONTINUE BARGAINING

OVER TERMS OF
2019 CONTRACT

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9th Biennial Legislative
Conference**

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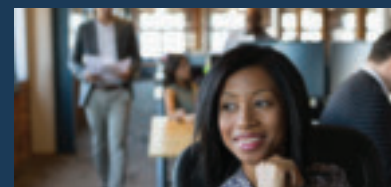
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THE MAIL HANDLER

NATIONAL POSTAL MAIL HANDLERS UNION

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The Mail Handler, ISSN:1098-5689, is published quarterly by the National Postal Mail Handlers Union, 815 16th St, N.W. Suite 5100, Washington, DC 20006. Periodicals postage paid at Washington, D.C. and additional mailing offices.

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The Mail Handlers' bargaining team meets with USPS to discuss contract proposals and debate the terms of the 2019 National Agreement.

THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

BARGAINING CONTINUES SUBCOMMITTEES FORMED

Paul V. Hogrogian, National President



The collective bargaining agreement between the NPMHU and the USPS is set to expire on September 20, 2019. Negotiations officially opened on June 27th. The entire National Executive Board as well as the National CAD staff attended the opening session. During this opening session, the NPMHU and the USPS presented their opening statements setting the stage for this year's bargaining process. Videos of these opening statements can be viewed on our web site (www.NPMHU.org).

The NPMHU bargaining team is led by the National President and includes National Secretary-Treasurer Mike Hora, Manager of Contract Administration Teresa Harmon, Executive Assistant to the National President Bobby Blum, National CAD Representatives Kevin Fletcher and Charles Manago, and our legal team from the NPMHU's General Counsel's office. The USPS team is led by the Vice President of Labor Relations Doug Tulino and Chief Spokesperson Patrick Devine.

At this writing, both the NPMHU has submitted most of its non-economic proposals. There were intense discussions concerning many of these proposals. Several subcommittees have been created to address specific concerns more extensively. Subcommittee meetings are "off the record." The subcommittees that were created include: Article 2 (Discrimination), Article 32 (Subcontracting), Article 8 (Overtime), Mail Handler Assistant (MHA) rights and benefits, Article 10 (Leave), Article 11 (Holidays), Article 15 (Grievance Procedure), and Article 12 (Reassignments).

Our priorities in bargaining include:

1. Obtaining a fair and just general wage increase
2. Continuing of our current Cost of Living Adjustments (COLAs)
3. Keeping the No Lay Off clause
4. Improving the wages, rights and benefits for our MHAs
5. Increasing MHA conversions to career status
6. Returning subcontracted work to the Mail Handler Craft and reducing future subcontracting
7. Minimizing the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments

8. Fighting any USPS proposals to implement any new lower wage scale and reduced benefits for future career employees
9. Addressing the issue of MHAs serving as 204Bs
10. Achieving an MOU on Sexual Harassment and Discrimination in the workplace.

This is not a particularly opportune time during which to bargain. The Postal Service's financial situation, the Postmaster General's ten-year plan, the political stalemate in Congress, the President's Task Force on the Postal Service, the OMB privatization recommendations, and the continuing uncertainty about Postal Reform legislation have created an environment that makes these negotiations extremely difficult.

The NRLCA, whose contract expired in May 2018, has reached a tentative agreement with the USPS that is subject to ratification by that union's membership. The APWU, whose contract expired in May 2018, is now headed to interest arbitration.

If the APWU negotiations are any indication, we expect that the USPS will submit regressive and draconian economic proposals which may include:

- A wage freeze for current employees
- Lump sum payment(s) in lieu of raises
- Increasing the non-career workforce
- Curtailing the no-layoff clause by requiring current employees with less than 6 years of service to work 15 years to achieve no-layoff protection, while eliminating the no layoff clause for future employees
- Pay and benefits substantially cut for all future career hires, including MHAs who are converted to career.

If the parties are unable to reach a tentative agreement, the parties will adopt dispute resolution procedures that likely will include mediation and, if necessary, binding interest arbitration.

While the NPMHU prefers and will strive to reach a negotiated agreement, we are not afraid to fight in arbitration for a fair and just contract that our members deserve.

However, the NPMHU bargaining team is up to the task at hand and will work tirelessly to achieve a fair contract for all Mail Handlers. The NPMHU will keep the membership informed of the progress of these negotiations throughout the process.

On financial issues, the Postmaster General has projected a \$125 billion cumulative loss over the next ten years absent legislative (Postal Reform) and regulatory (Postal Regulatory Commission Rate Case) reforms. A large percentage of this projected deficit can be attributed to the ill-advised mandate that requires the Postal Service to “pre-fund” decade’s worth of retiree health benefits for future retirees. The Postmaster General declared that without Postal Reform and without a favorable outcome of the Rate Case, the Postal Service is “likely to run out of cash in 2024.”

The Postmaster General is working with the Board of Governors to formulate and implement a “10-year plan” to return the organization to financial stability. While the details of the 10-year plan are still being worked through, the plan could include some of the following:

- [Postal Reform Legislation \(Medicare Integration of Postal Retirees\)](#)
- [Rate Flexibility](#)
- [Rate Case \(CPI +2%\)](#)
- [Closing and Consolidation of Mail Processing Facilities](#)
- [Closing of Post Offices](#)
- [Reduction in Delivery Frequency](#)
- [Increased Centralized Delivery](#)
- [Reduced wages and benefits of future employees](#)
- [Outsourcing of certain Mail Processing Operations](#)

Nothing is definite yet. Many elements of this plan would require legislative and/or regulatory action. The Postmaster General has stated that she will be meeting with all stakeholders, including the Unions, to discuss the plan once it is finalized.

The NPMHU, along with the other Postal Unions, believes that the most immediate step that must be taken to secure financial relief and sustainability for the USPS would be to address the 2006 Congressional mandate to pre-fund retiree health benefits 75 years in advance—an onerous burden that no other private or public entity is required to carry.

The NPMHU remains committed to a comprehensive Postal Reform bill which would include Medicare integration (Parts A, B, and D), restoration of the exigent rate increase, and more rate flexibility.

There are other bi-partisan postal reform bills and resolutions expected to be introduced in both the Senate and the House that will address this issue. For more details on these

bills, please see National Political and Legislative Director Bob Losi’s report on page 20.

The conversion of MHAs to career employee status remains a priority for the NPMHU. The MOU on Filling Residual Vacancies, which we signed in August 2015, continues to produce results. The MOU was incorporated into our National Agreement during the last round of bargaining. This MOU has provided significant opportunities for our MHAs to achieve career status while also providing transfer opportunities for those Mail Handlers who desire them.

The Postal Service has recently issued its craft determination for the Universal Sorting System (USS). The USS processes non-machinable objects (NMOs) which are inducted on the system through parcel dumpers. Currently there are eight (8) sites that have a USS with plans to install fifteen (15) additional USSs in 2019 and 2020. The actual number of employees required to perform the duties associated with the USS will be based on local configuration and operational needs. The Postal Service has determined that the primary craft operation of the USS is the Mail Handler craft.

Preparations continue for the NPMHU 2020 National Convention which is scheduled to occur during the week of Tuesday, August 11 through Saturday, August 15, 2020 at the Hyatt Regency Convention Center & Hotel in Denver, Colorado. The National Convention is the highest decision-making body of this Union, and has the authority to act upon the business of this Union, including enactment of amendments to the Constitution. It requires two-thirds of the total delegate votes cast at a National Convention to enact a constitutional amendment. Solicitations from the membership and Local Unions for proposals for constitutional amendments will be made prior to the meeting of the Constitution Committee, which is scheduled to be held in Washington, DC in June 2020. The Official Convention Call and Delegate Election Rules can be found on page 33 of this magazine.

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

A REPORT ON CURRENT AND UPCOMING AFFAIRS OF THE UNION

Michael J. Hora, National Secretary-Treasurer



In the 2018 Winter edition of the Mail Handler Magazine, I provided an overview of the next 20 months, calling members' attention to significant forthcoming events such as national contract negotiations, the upcoming quadrennial convention and delegate elections, the NPMHU Legislative Conference, and our national headquarters relocation into the AFL-CIO. This was meant to highlight only those matters that do not occur annually, and I am pleased to report success on many fronts.

National bargaining and efforts to secure a National Agreement are well underway. The Field Negotiation Committee met in Washington DC in February of this year. This Committee, coupled with a bargaining strategy session held during a recent SAMLU, helped to formulate the Union's proposals. Bargaining with the Postal Service formally kicked-off on June 27, 2019. The Union's proposals have been submitted in Main Table bargaining sessions, and smaller groups are tackling the intricacies of each proposal in one of nine subcommittees. It is a cumbersome process that is getting the full resources and attention it deserves. So far, we have published four Contract Updates that are included in this magazine and posted at npmhu.org. Additional Updates will be distributed as warranted. We are also exploring a new method to communicate with members, but more on that later.

In June, the NPMHU held its 9th biennial Legislative Conference in Washington, DC. Attendees enjoyed a comprehensive training session with a host of speakers and discussion panels. Mail Handlers also received a crash course on lobbying and Capitol Hill protocol. Armed with our message, NPMHU mail handlers stormed the Hill and collectively attended more than 250 meetings with members of Congress and their professional staffers. You can read about this highly successful program beginning on page 22.

On June 26, 2019, the National Executive Board adopted Rules to govern the election of Local Union delegates who will attend the upcoming NPMHU 2020 National Convention. The Convention Call included at page 33 of this magazine portrays the rules applicable to the 2020 NPMHU National Convention, which is scheduled to occur during the week of Tuesday, August 11 through Saturday, August 15, 2020 at

the Hyatt Regency Convention Center & Hotel in Denver, Colorado. The Convention Call is the start of the process for Local Unions, but the National Convention team has been working on Convention preparations for more than 18 months. We have secured the hotel and off-site venues, as well as all necessary ground transportation. We are finalizing selection of delegate gifts and have shifted focus to securing the various speakers that will address the body.

To make the Convention more user friendly, we are exploring ways to communicate more efficiently and effectively with delegates and members. When it comes to the Convention, we historically generate separate reports from the Constitution, Resolutions, Legislative & Political, and Rules Committees, with recommendation reports from Constitution and Resolutions. In addition, we produce the Report of National Officers, a Credentials Committee report, and the Convention Agenda. In short, we kill several large trees compiling 8 reports weighing 6 or 7 pounds for each delegate. Then, of course, there is the leather 3 ring-binder to hold it all.

It is one thing to rent a truck and transport 5 pallets of printed material across the country to the Convention, but on the final day everyone is confronted with the question, how do I get this Convention material home? Some delegates mail it home and others cram it into luggage, but the fact remains that many of these manuals are left on the Convention floor or in hotel rooms and end up in the landfill. We heard the complaints about the large reports and overwhelming mounds of paper and will make a change. In 2020, we will distribute this material and information electronically. Each report will be reduced to an electronic file and distributed via our Convention website and/or a forthcoming NPMHU mobile application. In lieu of hard-copy reports, all delegates will be provided with an eReader/tablet. Delegates will be able to access these reports as an electronic file. The logistical challenge of charging and loading several hundred tablets with Convention reports is daunting, but we are up for the challenge. We have spoken with several labor organizations that have transitioned to electronic convention material to evaluate their experience;

all report a successful experience. We are confident that we too can make the move to electronic reports.

Continuing with the theme of improved member communications, we are in the process of finalizing an agreement with a mobile app developer that specializes in applications for Labor Union and non-profit organizations. It was important to find a company that could demonstrate compatibility with multiple platforms including IOS (Apple) and Android systems. We also want seamless integration of existing hosted content. The Union will incorporate a push notification feature into the app, enabling us to create, schedule and transmit important notifications to all members on the fly. We will continue to produce, print, and distribute monthly Updates and quarterly Mail Handler magazines, but we need more. Let's face it, everyone carries a cell phone. The forthcoming mobile application will increase membership activity, and keep members informed and engaged. I anticipate a soft rollout within the next several months; additional details will be shared soon.

In September 2019, all career Mail Handler craft employees are scheduled to receive another cost-of-living (COLA) adjustment as outlined in Article 9.3 of the 2016 National Agreement. This is the final possible COLA increase under the terms of the current agreement. This COLA increase is based on the upward change in the relevant Consumer Price Index (CPI) following release of the July 2019 Index, and provides an annual increase of \$624 for all Steps in Table 1 and for Step P of Table 2. The remaining Steps in Table 2 will receive the proportional COLA increase percentages as outlined in Article 9.3 of the National Agreement. Updated wages charts will be posted on the national website at npmhu.org and will be distributed in the September Update. Any future cost of living adjustment depends upon the terms of a successor contract to the 2016 National Agreement. We will continue to fight for a continuation of the current COLA formula.

Finally, we have received many questions about the timing of the monetary payment as it pertains to the Update MOU on RI-399. The Postal Service has indicated a desire to initiate payment in the current fiscal year. There is no guarantee, but the expectation is that this settlement payment would be made in early October, possibly October 5th or 19th. The USPS refused our request to issue this settlement in a separate

check. Remember, In order to be eligible for payment, a Mail Handler had to be in the NPMHU Bargaining Unit (Career or MHA) and on the rolls of the Postal Service during the Pay Period which ended on September 1, 2017 AND the Mail Handler has to be in the NPMHU Bargaining Unit (Career or MHA) and on the rolls of the Postal Service during the Pay Period which ended on March 15, 2019. Any action taken by the Mail Handler after March 15, 2019 (e.g., retirement, transfer, resignation) is not considered.

- a. If eligible, and in the Bargaining Unit for less than 5 years (as of September 1, 2017), the Mail Handler will receive 1 Share—\$143.90
- b. If eligible, and in the Bargaining Unit for 5 years or more but less than 10 years (as of September 1, 2017), the Mail Handler will receive 2 Shares—\$287.80
- c. If eligible, and in the Bargaining Unit for 10 years or more but less than 20 years (as of September 1, 2017), the Mail Handler will receive 3 Shares—\$431.70
- d. If eligible, and in the Bargaining Unit for 20 years or more (as of September 1, 2017), the Mail Handler will receive 4 Shares—\$575.60

The National Office will establish a union-run appeal procedure for claims to be filed by ineligible Mail Handlers who believe they should have been listed amongst the eligible and by eligible Mail Handlers who believe they did not receive the proper number of Shares authorized. The decisions made by this appeal procedure will be final and binding, and will cause distributions of additional monies.

In Unity,



Michael J. Hora

National Secretary-Treasurer

The forthcoming mobile application will increase membership activity, and keep members informed and engaged. I anticipate a soft rollout within the next several months...



JUNE 26, 2019

NATIONAL BARGAINING KICK-OFF CEREMONY





FIRST MAIN TABLE BARGAINING SESSION AT NPMHU HQ



National CAD Representative and Asst
to the Ntl. President—Bobby Blum



National President Paul Hogrogian



National Secretary-Treasurer
Michael Hora



National CAD Representative
Kevin Fletcher



National CAD Representative
Charles Manago



PAUL V. HOGROGIAN
NATIONAL PRESIDENT

MICHAEL J. HORA
SECRETARY-TREASURER

2019 CONTRACT UPDATE #1

COLLECTIVE BARGAINING BEGINS

2019 NO. 1 — JUNE 27, 2019

You are reading the first Contract Update produced and distributed by the NPMHU during the course of 2019 negotiations. These updates, along with the Union's magazine and monthly bulletins, will keep mail handlers throughout the country informed and involved in the issues raised during this round of bargaining.

Bargaining has officially begun! By the time this is posted, representatives from the NPMHU Negotiations Team and the Postal Service will have met for the Opening Session of this round of bargaining taking place on Thursday, June 27.

February's Field Negotiating Committee and this month's convening of the

National Executive Board have produced a final series of proposals—the majority of which were submitted by members from across the country—to amend or create new provisions throughout the NPMHU National Agreement. It is our hope that these improvements will be considered, understood, accepted, and implemented by the USPS for the betterment of all mail handlers. Over the course of the next three months, our bargaining team will present each of these proposed changes during negotiations.

During Thursday's session which officially opened 2019 bargaining, National President Hogrogian and Postmaster General Megan Brennan gave opening statements creating the foundation for this year's bargaining process. Excerpts from these statements will be available on the NPMHU website, npmhu.org, in the coming days.

WHO'S AT THE TABLE?

This year's Negotiations Team will consist of President Hogrogian; Secretary-Treasurer Michael Hora; Manager of the Contract Administration Department Teresa Harmon; National CAD Representatives Kevin Fletcher, Charles Manago, and Bobby Blum; and our legal team from the NPMHU General Counsel's office. The USPS will be represented by Vice President of Labor Relations Doug Tulino, chief spokesperson Patrick Devine, and legal counsel.

BARGAINING OVERVIEW

Our current National Agreement is scheduled to expire on September 20, 2019. The goal is to obtain a tentative National Agreement, subject to membership ratification, by that date, but previous rounds of bargaining have often been extended to allow the parties to continue meeting to finalize their collaboration. However, if no final agreement is reached, there are alternative dispute resolution procedures that would determine the changes to

the National Agreement in final and binding interest arbitration.

Looking back on prior rounds of negotiations, the Union has presented its non-economic proposals first, followed by the Postal Service's non-economic proposals. That often leads to a series of reactions and counter-proposals that will be drafted during the bargaining process.

While those subjects are being fully discussed, the Union will then develop and present its economic proposals: those which directly impact wages, benefits, premiums, and differentials. More specifically, the parties will treat Articles 9 and 21 as the key economic provisions, but will also include parts of Article 26 (clothing allowance) and Article 8 (night differential and Sunday premium pay) in the focused economic discussion.

On-the-record labor-management bargaining sessions will be routinely scheduled throughout the summer. Behind the scenes, the NPMHU Negotiations Team will be meeting constantly to ensure that all of the issues and proposals being prioritized in this round are carefully considered. Future editions of this Contract Update will outline some of what's being discussed this year, highlighting developments of negotiations as they occur. Please check your bulletin boards for more bargaining information throughout the coming weeks and months.

PLEASE POST!

June Harris
Vice President
Central Region

John Gibson
Vice President
Eastern Region

David Wilkin
Vice President
Northeastern Region

Lawrence Sapp
Vice President
Southern Region

Don Sneesby
Vice President
Western Region

2019 CONTRACT UPDATE #2

COLLECTIVE BARGAINING UNDER THE PRA

2019 NO. 2 — JULY 11, 2019

You are reading the second Contract Update produced and distributed by the NPMHU during the course of 2019 negotiations. These updates, along with the Union's magazine and monthly bulletins, will keep mail handlers throughout the country informed about the issues raised during this round of bargaining.

In its first Contract Update, the NPMHU provided a brief overview of the bargaining process, with a focus on the opening session of June 27, 2019. To keep mail handlers informed about the negotiation process, here are more details about the controlling procedures.

The Postal Reorganization Act of 1970 (PRA) continues to govern the way the U.S. Postal Service engages with the postal unions. Under the provisions of this law, bargaining generally progresses as follows:

Collective bargaining is initiated when one party to the contract serves the other a written notice of an attempt to modify the current agreement. Article 39 of our National Agreement requires this notice to be served “not less than 90 nor more than 120 days”

before contract expiration. Note that our current contract is scheduled to expire on September 20, 2019, and the NPMHU thus notified the USPS about our desire to modify the contract in early June. The goal of both parties will be to agree in a timely manner, through good-faith negotiations, to changes to the existing contract proposed by one or both sides.

Should a tentative agreement be reached between the parties, it will then be subject to ratification in a vote (through mail ballot) by the membership of the NPMHU. If a tentative agreement is reached in September, the mail ballots would likely be distributed in October 2019. In the words of President Hogrogian during the opening of bargaining: “If management makes reasonable proposals and counterproposals at the bargaining table, we certainly will recommend ratification to our membership. We also hope for and expect the same attitude from postal management—that reasonable proposals from the Union will be met with acceptance.”

However, if the parties are unable to reach a tentative agreement to amend their contract, the PRA provides the parties with several pathways for moving forward. The most common course of action taken by the parties is to adopt dispute resolution procedures on their own. In the ground rules for 2019 bargaining, both parties agreed to have their respective lawyers discuss the adoption of dispute resolution procedures. If the parties cannot agree on these, then they must defer to the provisions in the PRA.

The PRA procedure contains several steps, summarized here:

1. The Federal Mediation and Conciliation Service (FMCS) will establish a 3-person fact-finding panel. The NPMHU and USPS will each select a member from a list of 15 names provided by the FMCS. The third person will be jointly selected, or, if an



agreement cannot be reached, by the Director of the FMCS. The fact-finding panel has 45 days in which to investigate the disputes of bargaining and issue a report of its findings.

2. Should an agreement not be reached after fact-finding, the PRA requires that an arbitration board be established within 90 days of the contract's expiration. This board also typically consists of 3 members—one appointed by the Union, one by the Postal Service, and a neutral member. The neutral member is appointed either by agreement of the two other members, or by the Director of the FMCS in the case of disagreement.

3. The arbitration board holds a hearing in which both parties present evidence. It must make a decision 45 days after its appointment, unless mutually extended. So, a final arbitration award would not be issued until at least 135 days after the contract expires—no earlier than February 2020. Arbitration decisions are “binding” and “conclusive,” meaning that both parties must accept them. This is why the NPMHU's National President convenes a meeting of the Local Unions before even agreeing to enter the arbitration process.

[Continue to watch your bulletin boards and National website for the latest information.](#)

2019 CONTRACT UPDATE #3

BARGAINING'S FIRST TWO WEEKS

2019 NO. 3 — JULY 19, 2019

You are reading the third Contract Update produced and distributed by the NPMHU during the course of 2019 negotiations. These updates, along with the Union's magazine and monthly bulletins, will keep mail handlers throughout the country informed about the issues raised during this round of bargaining.

Bargaining is underway—at the time of this writing, the NPMHU has presented about half of its proposals, covering more than 40 pages of new or revised contract language, during Main Table meetings with the Postal Service. The Postal Service has stated they do not expect to introduce proposals of their own until later.

During July and August, the Union will continue meeting with postal management representatives several days per week. Some of these meetings are on-the-record, called “main Table” meetings, while others take place off the record in the form of smaller, informal subcommittees where focused discussions can be held at length. Subcommittees which have formed thus far focus on expanding coverage under Article 2, making adjustments

to Article 8 on overtime, dealing with various issues concerning Mail Handler Assistants, and subcontracting as authorized under Article 32. Articles 12 and 15 also have warranted early-formed subcommittees, especially as Article 12 outlines the complexities of seniority, bidding, and reassignments, and Article 15 forms the foundation of our grievance and arbitration rights. Our intention in forming these subcommittees is to allow for open and frank discussions while upholding those aspects of the National Agreement that the NPMHU believes are most critical. There will certainly be other subcommittees formed as we progress through the remainder of both parties’ proposed changes.

Throughout this round’s on-the-record meetings, President Hogrogian has outlined the non-economic demands of the unit clearly and repeatedly. The NPMHU proposals this year relate to most of the Articles and Memoranda contained throughout the National Agreement. Piece-by-piece, the Union aims to improve protection for all our current members and the fruits of their labor. In the last round of bargaining in 2016, the Union presented over 100 proposals. This round, the National Office is honing its efforts on a smaller number of total proposals so that we can perfect those which are most urgent. Many things have changed in three years, and we are both reflecting and looking ahead in our decision-making to protect and enhance the benefits that the Mail Handler workforce needs.

Ultimately, the NPMHU cannot know with precise certainty what will happen before the next round of contract renewal that is years away. The amendments we seek would increase the Union’s flexibility to weather any change.

BARGAINING: WHAT HAPPENS IN A WEEK?

The bargaining schedule is made up of formal, on-the-record meetings and

less formal, off-the-record meetings. Main Table sessions are where all proposals are officially introduced by each party—under the ground rules for negotiations, no proposal can be considered until it has been presented to both sides in this formal setting. Meanwhile, subcommittees have been created—by mutual agreement—to address specific concerns more extensively.

In every round of bargaining, the smallest subcommittee group is focused on editing any cosmetic issues in the contract, such as amending typographical errors and ensuring that dates are updated to reflect the new contract cycle. The goal is to ensure that our National Agreement is as clear as possible for years to come. We will update you on subcommittee developments as bargaining progresses.

Altogether, even when meetings are scheduled two-to-four days a week, the negotiations schedule becomes a full-time endeavor. In addition to Main Tables and subcommittees, members of the NPMHU’s Contract Administration Department and legal team are collaborating and meeting continuously to draft and revise proposals, to research facts and arguments, and to ensure an efficient and productive bargaining process.

[Continue to watch your bulletin boards and National website for the latest information.](#)

PLEASE POST!

June Harris
Vice President
Central Region

John Gibson
Vice President
Eastern Region

David Wilkin
Vice President
Northeastern
Region

Lawrence Sapp
Vice President
Southern Region

Don Sneesby
Vice President
Western Region

2019 CONTRACT UPDATE #4

NPMHU CONTINUES TO SUBMIT NON-ECONOMIC PROPOSALS

2019 NO. 4 — AUGUST 1, 2019

You are reading the fourth Contract Update produced and distributed by the NPMHU during the course of 2019 negotiations. These updates, along with the Union's website, magazine and monthly bulletins, will keep mail handlers informed about the issues raised during this round of bargaining.

The NPMHU and the U.S. Postal Service have now been engaged in collective bargaining for almost a full month. Here is a summary of what has transpired during this time, and an update on how negotiations are proceeding.

At this writing, the NPMHU has introduced the vast majority of its noneconomic bargaining proposals. This past week, for example, the Union presented more than thirty pages of proposals falling within the scope of Article 12 governing seniority, posting, and reassignments and Article 15 governing the grievance-arbitration procedure for handling disputes between the parties. Earlier, the Union had submitted all of its noneconomic proposals for Articles 1 through 14, and soon the Union will

hand over its suggestions for Articles 16 through 39. Even after these submissions are complete, that does not mean that the NPMHU will not be creating more proposals and counterproposals before bargaining is complete, both as adjustments to prior proposals and reactions to USPS-generated amendments for the National Agreement.

As is common, the Postal Service is delaying introduction of its own proposals, which normally are smaller in number but larger in impact. These likely will not be shared until August, although USPS counterproposals to the Union's proposals may come earlier. (The term "counterproposal" is used to describe any proposal brought forward by the Postal Service that is in direct response to an earlier NPMHU proposal. Likewise, a new proposal from the Union in response to a management proposal also is referred to as a counterproposal.)

The parties also have created a host of subcommittees. Each party's appointees to each subcommittee has been set, and the schedule for meetings of each subcommittee also is being drafted. To this point, the parties have agreed on subcommittees to deal with Article 2, Article 7 (employee classifications), Article 8 (overtime), Article 12, Article 15, Mail Handler Assistant issues, Article 32 (subcontracting), and MOUs and LOIs.

The key to success for many of these subcommittees will be for the Union, through its Local Unions or through the Regional or National Contract Administration Department, to develop facts and arguments from our firsthand knowledge of whatever flaws exist in current contract language, in implementation of the current contract language, or in the real-life situations and impact that the National Agreement has on the mail handler workforce. The National Office thanks the Locals and the various CAD representatives for their expected and now-routine cooperation in putting together these facts and arguments.

LOOKING FORWARD: FINANCIAL PRESENTATIONS

With the nearing submission of a complete package of non-economic proposals into the official record of bargaining, the parties will thereafter turn their attention to the major financial issues. The Postal Service is planning to provide the NPMHU with its official, on-the-record financial presentation toward the end of August. If past rounds of bargaining are any indication, the data to be presented will center on the Postal Service's dire predictions about its financial viability, with a particular emphasis on the continuing decline in mail volume and the continuing need to control or reduce labor costs. Potential legislative or regulatory action to eliminate the economic burden of the pre-funding mandate for the Retiree Health Benefits Fund, to authorize larger-than-inflation rate increases, or to remove other restrictions on the USPS business model will likely go unmentioned by the Postal Service, even though both parties fully recognize that such changes are needed if the Postal Service is going to be able to deal with its long-term financial challenges. It also is likely that the USPS will be discussing its oft-mentioned but seldom-seen Ten-Year Plan, which the Postal Service has been forced to put together by certain Members of Congress. That Plan is scheduled for public release in the near future, and may cause a disruption to the usual flow of national negotiations.

Future issues of these Contract Updates will report on the information that is exchanged during the various subcommittee meetings, as well as during the Main Table discussions of finances and other policy issues facing the parties.

As always, continue to watch your bulletin boards and the National website for the latest information.

AN UPDATE ON THE PROGRESS OF BARGAINING

Teresa Harmon, Manager, CAD



I know by now that many of you are following contract negotiations and are well aware that the National Postal Mail Handlers Union has served written notice to the Postal Service of its intentions to modify the terms and conditions of the May 21, 2016–September 20, 2019 collective bargaining agreement. This written notice of such intent must be served on the other party not less than 90 nor more than 120 days before expiration date of the current Agreement, as set forth in Article 39.2 covering separability and duration of the contract.

On June 26, 2019, the parties entered into an agreement establishing 2019 Collective Bargaining Ground Rules. The main objective is to conduct negotiations professionally and in good faith and to achieve a negotiated agreement on or before midnight September 20, 2019 with respect to wages, hours of work, and other terms and conditions of employment for the employees covered by the current collective bargaining agreement.

On June 27, 2019 the NPMHU's bargaining team, in an official ceremony to mark the start of negotiations, met with Postal Service Headquarters representatives to begin the process to find a successor agreement prior to the expiration of the 2016 National Agreement.

Indeed, as I write this article, the bargaining team has already submitted all three parts of its 2019 contract proposals on pending non-economic issues, to include Articles 1–8, 10–20, 22–39 and virtually all of the Memoranda of Understanding and Letters of Intent appearing in the back of the printed National Agreement. Many of these carefully developed proposals were submitted from Mail Handlers in the field and adopted by the Field Negotiating Committee for inclusion in the next contract to the Postal Service.

For example, on July 24, 2019, the NPMHU bargaining team held main table, on the record, discussions with the Postal Service's bargaining team to submit part 2 of its 2019 contract bargaining proposals covering Article 12, which covers the Principles of Seniority, Posting, and Reassignments, and non-economic bargaining proposals relating to Article 15, which covers the Grievance-Arbitration Procedure contained in the National Agreement. The Postal Service bargaining team during this stage of the negotiating process has been

largely inquisitive about the many proposals submitted by the NPMHU bargaining team, and has tried to avoid indicating how receptive they may be to any of the proposed changes.

Also on July 24, 2019 during main table discussions (held at USPS Headquarters at L'Enfant Plaza in Washington DC), the National Negotiations team identified and assigned the entire Contract Administration Department to all subcommittees, with President Hogrogian designating a primary lead representative for each article that the parties jointly decided needed a subcommittee. The members of each subcommittee include CAD Manager Teresa Harmon, CAD Representatives Kevin Fletcher and Charles Manago, Assistant to the National President Bobby Blum, and National Secretary-Treasurer Mike Hora. Lead assignments for each subcommittee are as follows:

- ARTICLE 2, Lead is Charles Manago
- ARTICLE 10, Lead is Charles Manago
- ARTICLE 11, Lead is Bobby Blum
- ARTICLE 12, Lead is Kevin Fletcher
- ARTICLE 15, Lead is Charles Manago
- ARTICLE 32, Lead is Mike Hora
- MHA ISSUES, Lead is Kevin Fletcher
- OVERTIME, Lead is Bobby Blum
- MOUs and LOIs, Lead is Kevin Fletcher

As of this writing, and not surprising to the NPMHU negotiating team, the Postal Service has strategically delayed submitting its non-economic work rule proposals during main table, on the record discussions. Instead, the parties have agreed that the USPS negotiating representatives will share at least two presentations with the NPMHU, a Financial presentation on August 30 2019 and an Operations presentation on a date still to be determined.

Collectively, the NPMHU Negotiations Team believes that all of the contract proposals submitted to the Postal Service will serve to protect and strengthen the rights of Mail Handlers and Mail Handler Assistants.

The 2016 National Agreement expires at 12 midnight on September 20, 2019. Many times in the past, negotiations

have been extended beyond the expiration date of the contract, especially when the parties believe that significant progress has been made and that a negotiated agreement is within reach. Whenever a tentative agreement is achieved—whether by midnight September 20, 2019 or some time later—the process to ratify the negotiated agreement will begin. Ballots would be mailed to all members of the Union for a ratification vote, with a majority of the membership needed to approve any tentative agreement. In conjunction with the next SAMLU meeting a few days after September 20, 2019, the National Office has scheduled a meeting to discuss with the Local Unions the status of negotiations over the terms of the 2019 National Agreement.

Finally, and important to note here, the ground rules agreed to by the parties provide that, in the event that no final agreement on the entire contract has been achieved by midnight September 20, 2019, the current National Agreement shall remain in effect, and shall not expire, until superseded by a new agreement, unless the parties agree otherwise. In the event that impasse occurs or is subsequently declared and no negotiated agreement can be reached, then parties will commence timely discussions with respect to dispute resolution procedures, culminating in final and binding interest arbitration.

As usual, the NPMHU bargaining team encourages all Mail Handlers to monitor the NPMHU website at www.npmhu.org and to read all bulletin board postings and other mailings, to keep informed as bargaining continues to progress. As more information becomes available, it will be made available to all Mail Handlers.

not surprising to the NPMHU negotiating team, the Postal Service has strategically delayed submitting its non-economic work rule proposals during main table, on the record discussions

A CHOICE THAT DESTROYS JOBS

Many travelers believe that turning down cleaning services helps housekeeping staff by reducing their overall work. According to UNITE HERE! and the housekeepers they represent, this is almost never the case. Because deferred service programs result in fewer rooms to clean, hotels routinely staff with fewer hotel workers or place more hotel workers on on-call scheduling. The program harms workers under the guise of environmental sustainability.

Starwood branded its deferred rooms cleaning program as “Green Choice”, citing its purported environmental benefits. Marriott now uses a similar “Your Choice” program at many of its legacy properties, including Marriott and Renaissance brands.

Both Your Choice and Green Choice programs reward guests with vouchers and loyalty points for turning away housekeeping services for which they’ve already paid. These programs save money for Marriott, but often have a damaging impact on hotel housekeepers with reduced hours, irregular schedules and injuries.

An analysis of the same 23 legacy Starwood hotels over 9 cities shows that these hotels had a decrease of over 700,000 work hours between 2013 and 2017. This is equivalent to over 350 full-time jobs lost.

Housekeepers at 6 hotels in Boston in 2016 lost over 6,800 shifts and \$1.7 million in wages and benefits because of an estimated 89 thousand room nights not serviced because of the program.

The Green Choice program has been in practice longer at legacy Starwood hotels. An analysis of 23 legacy Starwood hotels over 9 cities shows that Legacy Starwood hotels had a 49% increase in the number of injuries between 2013 and 2017.

Guests may believe they are making a choice to help the environment, but NO leading environmental studies recommend skipping housekeeping as part of a sustainability program. Environmental studies do recommend towel and linen reuse which hotels can implement without harming housekeepers.

The so-called “Green” program saves Marriott millions of dollars in labor costs, possibly taking advantage of customers who use the program out of sincere concern for our environment.

In addition, housekeepers report pain, injury, and difficulty cleaning dirtier rooms that are left un-serviced for days. These rooms take longer and require more chemicals to clean.

We are calling on all members to support UNITE HERE! and the housekeepers they represent by refusing to use the hotel’s Green Choice programs. Please sign the UNITE HERE! pledge and decline the Green Choice program. It is time to stand with our union sisters and brothers. The Pledge and additional information can be accessed at: marriotttravelalert.org.

**Source: UNITE HERE!*

2019 PAC

INCENTIVE AWARDS



2019 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Cooler
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Umbrella
Ambassador	\$500	PAC Garment Bag

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 17 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.

Celebrate Labor Day and Everyday with Union Plus Discounts



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UNIONPLUS

CAPITOL HILL HAPPENINGS

Robert Losi, Legislative and Political Director



The NPMHU awaits the reintroduction of postal reform legislation in the 116th Congress, knowing that the need for true reform is necessary, now more than any previous time since the creation of the U.S. Postal Service in the Postal Reorganization Act of 1970. As first class mail continues to decline in volume, and operating costs continue to rise slowly with the general increase in inflation, without meaningful and effective postal reform the issues facing the Postal Service will eventually come to a head.

On a more positive bit of news, revenues are still increasing in the USPS' competitive class of mail (packages), although not enough to offset the revenue lost from the Postal Service's market dominant (mostly, first class) class of mail. And costs, as noted, are rising only slowly, especially compared to the general rate of inflation or historic standards.

Thus the need for postal reform. Indeed, the Postal Service has maxed out its borrowing authority (\$15 billion) from the U.S. Treasury Department. These monies in the past have been used to assist when equipment upgrades were needed or when the USPS cash flow was at risk. So if reform is not enacted soon, by 2024 the USPS may run out of money or will have to default on other expenditures.

On April 30, 2019, the full House Oversight and Government Reform Committee held a hearing regarding the Financial Condition of the Postal Service. Panelists included Postmaster General Megan Brennan, Margaret Cigno from the Postal Regulatory Commission, Joel Quadracci CEO from Quad Graphics, and Frederic Rolando from the National Association of Letter Carriers.

Chairman Elijah Cummings (D-MD)—a long-time ally of mail handlers and other postal employees who recently was made even more famous by unseemly tweets by President Trump—opened the hearing and talked about how unjust and unfair it is that the last time Congress passed postal reform was the 2006 Postal Accountability and Enhancement Act. He stated that no other federal agency and few, if any, private entities prefund the retiree health benefits for future hires to the degree the Postal Service is required to do under the guidelines of this 2006 legislation. He went on to note some of the reasons for the decline in first class mail and the increase in USPS expenses, while emphasizing the integral

role that the Postal Service plays not just in our economy, but in binding our country together.

Ranking member of the Oversight and Government Reform Committee Jim Jordan (R-OH) said that, in his view, it is imperative that American taxpayers are not saddled with the Postal Service's debts, and therefore he agreed—for different reasons, of course—that true reforms are necessary.

All witnesses that testified agreed that some form of postal reform is essential. The NPMHU understands this to be the case, and continues to work hard to make sure that any reform that is introduced and enacted does not serve to destroy this beloved, 244-year-old institution.

LEGISLATION UPDATE

USPS FAIRNESS ACT, H.R. 2382—Introduced on April 29, 2019 by Congressman Peter DeFazio (D-OR), Congresswoman Xochitl Torres Small (D-NM), and Congressman Tom Reed (R-NY), this piece of legislation addresses the unfair prefunding of retirement for future hires through the Retiree Health Benefits Fund. It already has 182 co-sponsors, and has been referred to the House Committee on Oversight and Reform.

FEDERAL RETIREMENT FAIRNESS ACT, H.R. 2478—Introduced on May 2, 2019 by Congressman Derek Kilmer (D-WA) and Congressman Tom Cole (R-OK), this legislation

no other federal agency and few, if any, private entities prefund the retiree health benefits for future hires to the degree the Postal Service is required to do under the guidelines of this 2006 legislation.



would allow career federal and postal employees that spent time prior to 1988 as temporary employees of the Postal Service to buy that time for future retirement purposes. It has 35 co-sponsors, and has been referred to the House Committee on Oversight and Reform.

HOUSE RESOLUTIONS

H. RES. 60—Introduced on January 17, 2019 by Congressman David McKinley (R-WV), to express the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012. It has 184 co-sponsors 184, and has been referred to the House Committee on Oversight and Reform.

H. RES. 33—Introduced on January 9, 2019 by Congressman Stephen Lynch (D-MA) to express the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal

Service remains an independent establishment of the Federal Government and is not subject to privatization. This resolution has 258 co-sponsors and also has been referred to the House Committee on Oversight and Reform.

H. RES. 23—Introduced on January 4, 2019 by Congresswoman Susan Davis (D-CA), to express the sense of the House of Representatives that the Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers. This proposal has 232 co-sponsors and has been referred to the House Committee on Oversight and Reform.

H. RES. 54—Introduced by Congressman Gerald Connolly (D-VA), to express the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service. This resolution has 267 co-sponsors and also has been referred to the House Committee on Oversight and Reform.



MAIL HANDLERS HOST 9TH BIENNIAL

LEGISLATIVE CONFERENCE

In June 2019, more than one hundred mail handlers from across the country gathered in Washington, DC to participate in the NPMHU's biennial Legislative Conference for the 116th Congress. The two-day conference was filled with significant programs and activities.

The first day of the conference included a full training program, with a host of speakers and panel discussions highlighting both the substance of USPS issues now facing Congress and

the methods used by successful lobbyists. National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, and Director of Political & Legislative Affairs Bob Losi opened the program by highlighting the importance of the NPMHU's representation on Capitol Hill, noting in particular that year-round legislative and political involvement must be part of the commitment made by all NPMHU activists.

President Hogrogian spoke about the importance of remaining politically

active, especially during difficult times. Hogrogian spoke about the NPMHU's objections to anti-union legislation that could impede our ability to collect union dues, bargain collectively, and utilize union time when defending mail handlers. He also addressed the importance of securing favorable postal reform legislation. "This is not a new fight," said Hogrogian. "Postal reform was introduced late in the 114th Congress and again in the 115th, but the parties were unable to get a consensus



National President Paul Hogrogian welcomes Legislative Conference attendees to Washington, DC



National Secretary-Treasurer Michael Hora addresses the conference attendees

bill to the floor.” Any successful reform legislation must include several key components, notably including reforms to the retiree health benefits funding methodology, restoration of the recently expired exigent rate increase, and Medicare Integration for retired FEHBP postal enrollees and annuitants. “It is important for our elected officials to know where the Mail Handlers stand on this legislation,” said Hogrogian.

The program also included appearances by Liz Shuler, Secretary-Treasurer,

AFL-CIO; J. David Cox, President, American Federation of Government Employees; Robert G. Taub, Chairman, Postal Regulatory Commission; and Terry O’Sullivan, International President, LIUNA.

Yvette O’ Sullivan, Executive Director, LIUNA and Jose Ceballos, Government Affairs Director, NATCA also joined NPMHU Legislative and Political Director Bob Losi in a panel discussion on the state of politics in 2019, including a review of 2018’s key Gubernatorial,

House, and Senate races. The NPMHU also was honored to present several key representatives from other unions and associations with whom the NPMHU coordinates its legislative efforts, including Paul Swartz, Director, Governmental Affairs, NRLCA; Katie Maddocks, Legislative Representative, APWU; and Robert Levi, Legislative Director, NAPS. Katie, Paul, and Bob conducted a panel discussion on current legislative issues and postal finances, and gave suggestions for how



AFL-CIO Secretary-Treasurer Elizabeth “Liz” Shuler discusses the role of Politics in today’s Labor movement.



Legislative and Political Director Bob Losi discusses the day’s agenda



such issues could be effectively lobbied by NPMHU representatives.

In addition, Robert Levi and Bob Losi joined Robert Primus, Chief of Staff for Congresswoman Nanette Diaz Barragan (D-CA) for a panel discussion on how to lobby members of Congress.

The conference also heard from a host of experts on the postal issues that currently are being debated in the nation’s capital. Among the featured speakers were:

(a) **Congressman Gerald E. Connolly** (D-VA), a senior member of the House Committee on Oversight and Government Reform and the Chairman of the Subcommittee on Government Operations. In this latter role, Connolly is responsible for shaping government-wide policy for a broad range of



Lobbying Panel



Congressman Gerald Connolly (D-11th District of Virginia)



Robert Primus, Chief of Staff, Congresswoman Nanette Barragan (D-CA)



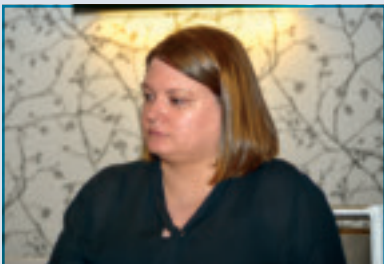
(L-R) National Secretary-Treasurer Michael Hora, Senator Tom Carper (D-DE) and National President Paul Hogrogian



Legislative Panel



Terry O'Sullivan General President LIUNA



Katie Maddocks, Legislative Representative APWU



Paul Swartz Dir, Governmental Affairs NRLCA

issues, including federal workforce and federal agency oversight, regulatory reform, and the U.S. Postal Service, to highlight a few. He also is a co-sponsor of H. Res. 33.

(b) **Senator Tom Carper** (D-DE), a senior member on the Senate Homeland Security and Governmental Affairs Committee, who also served as the Committee's chairman in the 113th Congress and ranking member in the 114th Congress. In his continued work on the committee, he focuses on protecting our country from threats to our national security, as well as ensuring federal government programs are efficient and using taxpayer dollars wisely. Senator Carper continues to champion postal reform with the goal of protecting the U.S. Postal Service

from collapse and ensuring it remains a robust American institution for generations to come.

(c) **Postal Regulatory Commission Chairman Robert G. Taub**, who is serving a second term on the Commission, having been twice confirmed by the United States Senate, following his respective nominations by the President. His current term expires on October 14, 2022. Before his designation by the President as Chairman, he was Acting Chairman from December 2014 to December 2016, and Vice Chairman for 2013. Chairman Taub has more than 30 years of experience in public service. When first appointed as a Commissioner in October 2011, Mr. Taub was the Special Assistant to Secretary of the Army John M. McHugh.



Robert Taub, Chairman,
Postal Regulatory Commission



Jeffrey David Cox Sr. AFGE
National President

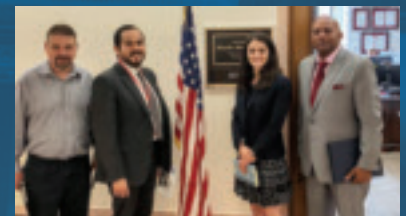
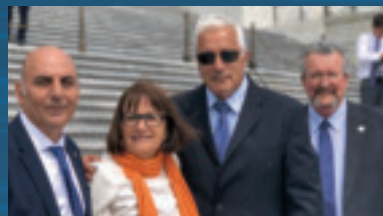


Robert Levi, Legislative Director, NAPS

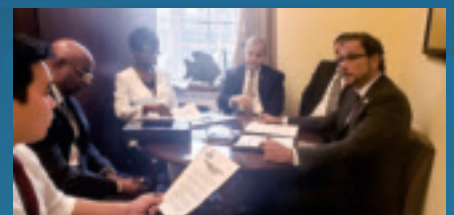
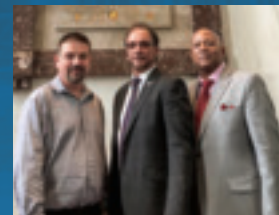
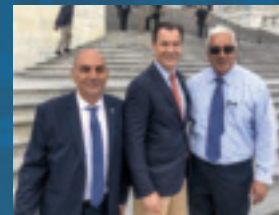
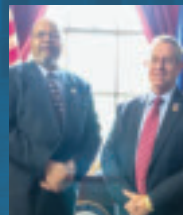
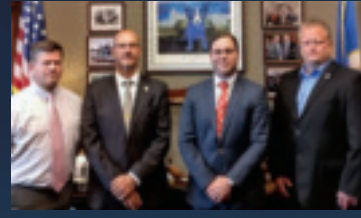
The second day of the conference allowed all of the newly-trained mail handlers to meet with Members of Congress and their professional staff. Prior to heading up to the Hill for their scheduled appointments, all conference attendees were inspired by LIUNA General President Terry O' Sullivan's message of empowerment.

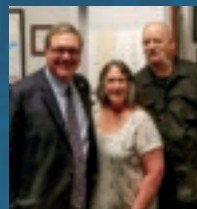
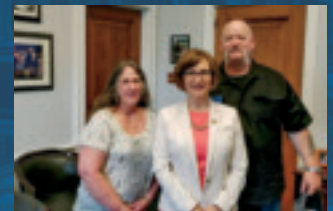
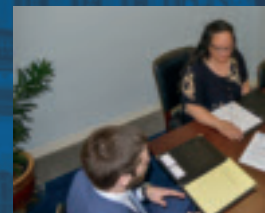
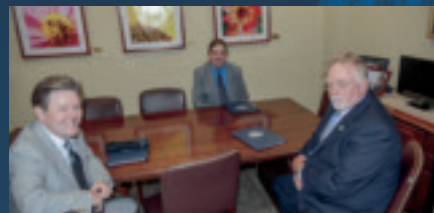
Listed below are pending resolutions that are supported by the NPMHU, and by Members of Congress on a bipartisan basis, to start the process of passing legislation that will put the U.S. Postal Service in a position to succeed.

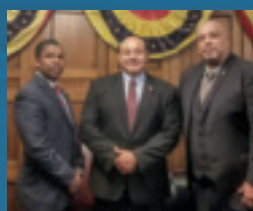
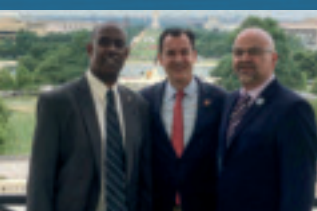
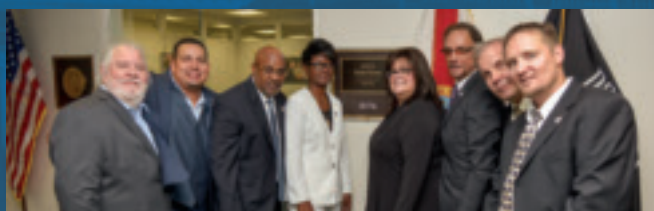
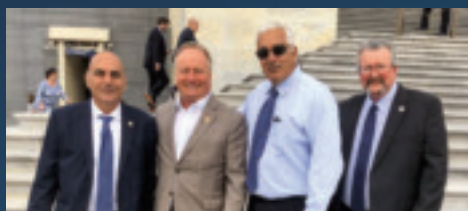
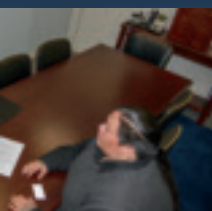
H. Res. 33—Expressing the sense of the House that “Congress should take



Spotted on the Hill







Political Panel member Yvette O'Sullivan, Executive Director, LIUNA



Political Panel member Jose Caballos, Government Affairs Director, NATCA

all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization."

- **Sponsor:** Rep. Stephen F. Lynch (D-MA) (introduced 1/9/19).
- **Cosponsors:** 248, including 36 Republicans, as of 5/31/19.
- **Committee:** 1/9/19, Referred to Committee on Oversight and Reform.

S. Res. 99—Expressing the sense of the Senate that "Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization."

- **Sponsor:** Sen. Gary C. Peters (D-MI) (introduced 3/7/19).
- **Cosponsors:** 49, including 7 Republicans, as of 5/31/19.
- **Committee:** 3/7/19, Referred to Committee on Homeland Security and Governmental Affairs.



Local 297



Local 306



Local 300



Local 307



Local 301



Local 308



Local 305



Local 311

H. Res. 60—Expressing the sense of the House that the “Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.”

- **Sponsor:** Rep. David B. McKinley (R-WV) (introduced 1/17/19).
- **Cosponsors:** 161, including 22 Republicans, as of 5/31/19.
- **Committee:** 1/17/19, Referred to Committee on Oversight and Reform.

H. Res. 23—Expressing the sense of the House that the “Postal Service should take all appropriate measures

to ensure the continuation of door delivery for all business and residential customers.”

- **Sponsor:** Susan A. Davis (D-CA) (introduced 1/4/19).
- **Cosponsors:** 192, including 36 Republicans, as of 5/31/19.
- **Committee:** 1/4/19, Referred to Committee on Oversight and Reform.

H. Res. 54—Expressing the sense of the House that the “Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.”

- **Sponsor:** Rep. Gerald E. Connolly (D-VA) (introduced 1/16/19).
- **Cosponsors:** 249, including 61 Republicans, as of 5/31/19.
- **Committee:** 1/16/19, Referred to Committee on Oversight and Reform.

The day of direct lobbying ended with a reception, held in the Rayburn House Office Building, at which various Members of Congress and professional staff stopped by to discuss issues relevant to the NPMHU and all mail handlers in a more relaxed setting. Not only were NPMHU elected leaders



Local 315



Local 322



Local 317



Local 323



Local 320



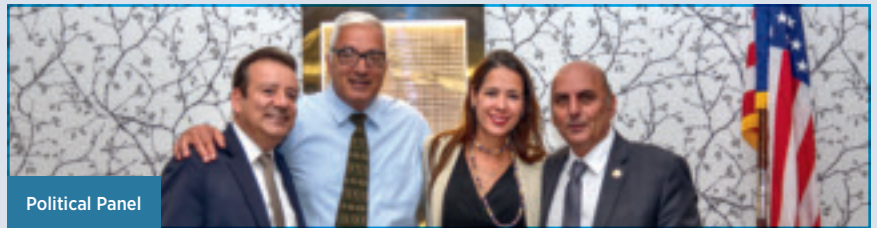
Local 334



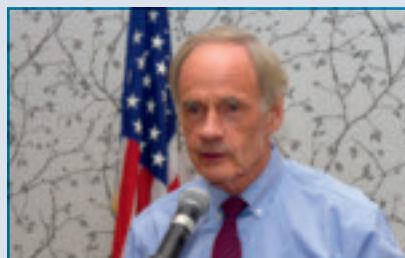
Local 321



National



Political Panel



Senator Tom Carper (D-DE)



and scores of mail handlers able to share their views on pending issues throughout the day, but relationships forged during the conference will prove helpful during the coming weeks and months as postal issues continue to occupy center stage on the legislative agenda.

HAPPY HOT SUMMER BROTHERS AND SISTERS. LABOR DAY IS HERE!!

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



Labor Day is supposed to be a celebration of all who work for a living and a reminder of the hard-won workplace rights that we hold. We must consider how we got this last summer holiday. There were contributions from many of our Brothers and Sisters in the labor movement.

The First Labor holiday was celebrated in New York City on September 5, 1882. It was organized by the Central Labor Union and nearly 10,000 workers participated in the march. This was repeated for several years to encourage labor organizations around the country to celebrate the “workingmen’s holiday.” In February 1887, Oregon became the first state to officially recognize workers with a Labor Day.

This holiday is a reminder of women’s labor and employment rights. It’s a time to consider the inclusion of women in the workplace; recognition of the discrimination against women on the basis of sex and the understanding that the fight for women’s equality is not just a women’s issue. Women are truly seeing how the changes in the laws and rules are having a direct impact on our future. It’s important that we remain vigilant and alert and engaged in the impending decisions relating to us.

Women are involved in all parts of society, but some matters affect and touch women more than others. The “glass ceiling” is a popular phrase that women have been striving to break through for decades. It refers to gender equality, primarily in the workforce, and great progress has been made over the years. It is no longer uncommon for women to run businesses, even the biggest corporations, or hold job titles in the upper ranks of management. Many women also do jobs that are traditionally male-dominated. Yet, for all the progress that has been made, sexism can still be found. It may be more subtle than it once was, but it makes an appearance in all parts of society, from education and the workforce to the media and politics.

Here are a few examples of the notable contributions made on by our Sisters.

In Massachusetts in 1843, nearly 50 years before Labor Day became a federal holiday, Sarah Bagley of the Female Labor Reform Association organized textile workers to appear before state lawmakers. The women offered testimony about workplace health and safety risks, and petitioned for a 10-hour workday.

Freed black women who worked as laundresses in Mississippi formed a union in 1866. They subsequently went on strike to demand higher wages. And, in 1869, women shoe stitchers from six states formed the first national women’s labor organization, the Daughters of St. Crispin.

In 1881, the Knights of Labor became the first large-scale national labor federation to admit women. The first female chapter, the United Garment Workers of America, was organized by a woman named Lenora O’Reilly. She was influential during the “Uprising of the 20,000,” which followed the dismissal of female seamstresses in garment factories for union organizing. Unfortunately, this did not signal broad acceptance of women in labor organizations. When the American Federation of Labor was founded in 1886, its first president, Samuel Gompers, denied women membership.

Although Albert Parsons is credited with founding the International Working People’s Association in 1883, he did so with a key partner: his wife Lucy Parsons. She would later help found the International Ladies Garment Workers Union, which was a coalition of seven smaller organizations, and the Industrial Workers of the World. She also was instrumental in linking the plight of workers to larger issues of poverty through her 1915 Chicago Hunger Demonstrations. Just before the turn of the century, Josephine Lowell and Jane Addams launched the National Consumers’ League to improve working conditions for women.

As of 2016, women make up 47% of the labor force and are the sole or primary breadwinners for 40% of families with children, according to the Shriver Center. Almost every occupation has a wage gap which affects women, and women of color the most. According to National Women’s Law Center, two-thirds of low wage workers are women, and nearly half of low wage workers are women of color.

In industries where women have become well integrated, they still remain at the bottom of the pay scale. And as we have seen with the #MeToo movement, women are at risk of facing discrimination and harassment at work, which leads to further mental and physical harm. So go have a fun day at the beach—but don’t forget all of the men and women, past and present, who dedicated their lives to a better life for all of us. Take some time on Labor Day to consider how far women have come, and how there still I more work to do!

OFFICIAL CONVENTION CALL

NPMHU 2020 NATIONAL CONVENTION | August 11–15, 2020 in Denver, Colorado

This is official notification, pursuant to Article XII, Section 2 of the National Constitution of the National Postal Mail Handlers Union, that the National Convention will be held in Denver, Colorado from August 11 through August 15, 2020 at the Hyatt Regency Convention Center & Hotel.

All Local Unions are entitled to send delegates to the National Convention. Unless the Local Union is to be represented by a single delegate, in which case the Local President may occupy that position if he or she meets the requirements of Article XII, Section 3 of the National Constitution, all delegates must be chosen in an open election governed by rules adopted and promulgated by the National Executive Board.

According to Article XII, Section 5 of the National Constitution, all Local Unions are entitled to a minimum of one (1) vote and therefore one (1) delegate at the Convention, and Local Unions with more than twenty-five (25) regular members are entitled to one (1) vote and (1) delegate for each 25 members or major fraction thereof. The precise number

of delegates which each Local Union actually sends to the Convention is determined by the Local Union Council.

Delegates to the Convention will vote on revisions to the National and Uniform Local Union Constitutions and on resolutions to guide the future policies of the National Union. In addition, the delegates will vote in a series of primary elections to determine which nominees, up to two per National Officer, will be placed on the ballot and allowed to run for National Officer in a final mail referendum election to be held immediately after the Convention, in the fall of 2020. The rules governing the election of delegates to the NPMHU 2020 National Convention, which were adopted by the National Executive Board, are printed in this issue of the Mail Handler magazine.

NATIONAL POSTAL MAIL HANDLERS UNION 2020 NATIONAL CONVENTION

RULES FOR DELEGATE ELECTIONS

(AS ADOPTED BY THE NATIONAL EXECUTIVE BOARD ON JUNE 26, 2019)

Pursuant to Article XII, Section 3 of the National Constitution of the National Postal Mail Handlers Union, the National Executive Board is empowered to adopt and promulgate rules to govern the election of Local Union delegates who will attend NPMHU National Conventions. This document contains the rules applicable to the 2020 NPMHU National Convention, which is scheduled to occur during the week of Tuesday, August 11 through Saturday, August 15, 2020 at the Hyatt Regency Convention Center & Hotel in Denver, Colorado. (These rules are not meant to be binding in Local Union officer elections; those elections are governed by the provisions of the Uniform Local Union Constitution. Nor are they meant to be binding in Local Union elections to select delegates attending the 2021 International Convention of the

Laborers' International Union of North America; those elections are governed by rules to be adopted by LIUNA.)

I. NUMBER OF DELEGATES FOR THE 2020 NPMHU NATIONAL CONVENTION

The Local Union Council of each Local Union shall determine, on or before Friday, November 15, 2019, the number of delegates that the Local Union will send to the 2020 NPMHU National Convention. The maximum number of delegates that each Local Union may send to the Convention is determined by the formula set forth in Article XII, Sections 4 and 5 of the National Constitution: "Local Unions with more than twenty-five (25) regular members shall be entitled to one (1) vote for each twenty-five (25) regular members or major fraction (13/25) thereof." The National Secretary-Treasurer of

OFFICIAL CONVENTION CALL

the NPMHU must be notified of the Local Union Council's determination promptly after it is made by the Council, but in no event later than Friday, November 15, 2019. Each Local President must use the attached form entitled 2020 Delegate Total and Judges of Election Notification form to submit this information to the National Office no later than Friday, November 15, 2019. (See the form attached as Appendix K.) (Because the date by which the Local Union Council must determine the Local Union's number of delegates—November 15, 2019—is before the date for calculating each Local Union's precise allotment of delegates, during the first part of November 2019 the National Secretary-Treasurer will provide each Local Union with an estimate of its maximum number of delegates, by applying the formula contained in Article XII, Sections 4 and 5 of the National Constitution to the first ten months of calendar year 2019. Should the Local Union wish to bring the maximum number of delegates, it must notify the National Secretary-Treasurer of that decision on or before Friday, November 15, 2019. The National Secretary-Treasurer then shall notify the Local Union of the precise number equating to the maximum number of delegates for the Local Union as soon as possible after the end of the 2019 calendar year.)

As provided in Article XII, Section 3 of the National Constitution (and provided that during the election of Local Union officers the notices to regular members stated that by virtue of his/her election as President or Vice President, the officer is automatically a Local Union delegate or alternate [for the President] to all National Conventions conducted during his/her term of office), all Local Union Presidents by virtue of their election by secret ballot, or if unopposed by acclamation, shall be one of the Local Union's delegates to the 2020 NPMHU National Convention.

In the event that a Local Union is to be represented by a single delegate, either because the Local Union is entitled to send only one delegate or because the Local Union Council decides to send only one delegate, the Local President (or the Local Vice President as an alternate for the Local President) shall automatically occupy such position and no separate election of delegates shall be conducted. Such a single delegate may vote in officer elections held during the Convention only if, during the most recent election of Local Union officers, the notices to regular members and/or ballots stated that by virtue of his/her election as Local President or Vice President, the officer is automatically a Local Union delegate or alternate delegate (for the Local President) to all Conventions of this Union conducted during the term of office.

When making the decision about the number of delegates to represent a Local Union at the Convention, the Local Union Council also should be aware of the following constitutional provision, found in Article IV, Section 6(H) of the ULUC, which provides that it is the Local Executive Board's responsibility to determine how the Local's delegates will be compensated and/or reimbursed for expenses:

"The Executive Board shall determine the expenditures related to attendance of delegates elected to represent this Local Union at each National Convention. Such determinations shall be in accordance with Article XII, Section 17 of the Constitution of the National Postal Mail Handlers Union and will be uniformly applied to all Local delegates."

The National Constitution, in Article XII, Section 17, also provides that each Local Union is "responsible for the reasonable living and travel expenses incurred by its delegates."¹

II. NOMINATIONS

Each Local Union shall hold a special meeting to be known as the "Nominations Meeting for the 2020 Delegate Election" on or before Saturday, January 11, 2020, at a particular time and place to be established by the Local Executive Board.

At least thirty (30) -days prior to this Nominations Meeting, notices informing the membership of this meeting shall be mailed to each regular member at his/her last known address. In addition, reasonable efforts shall be made to post the same notice on the bulletin boards maintained by the Local Union at each postal facility where regular members of the Local Union are employed. Such notices shall state the number of delegates to be elected, shall set forth the specific time and place of the Nominations Meeting, and shall inform the members of their right to make nominations by mail, including the time and place for making such mail nominations. (See the sample notice attached as Appendix A.) It is acceptable to satisfy the mailing of this notice by printing the notice of the Nominations Meeting in a prominent location in the Local Union's regular newsletter, provided that the newsletter is mailed to the member's home at least thirty (30) days prior to the scheduled Nominations Meeting.

A member need not be present at the Nominations Meeting to be nominated. Members wishing to nominate themselves

¹ It would be preferable for the Local Executive Board to determine and announce its decision about the compensation and reimbursement of delegates prior to the period for nominating candidates for delegate, so that potential nominees are aware of the rules before determining whether to seek election as a delegate.

or other members as candidates for a delegate position may make such nominations either in person at the Nominations Meeting or by mail. If nominations are made by mail, a letter containing nominations must be received by the Judges of the 2020 Delegate Elections prior to the Nominations Meeting. Members using the mail nomination method must send their nominations by registered, certified, or express mail. All mail nominations must be announced by the Judges at the Nominations Meeting.

III. JUDGES FOR THE 2020 DELEGATE ELECTION

The Local Executive Board of each Local Union shall select the Judges for the 2020 Delegate Election ("Judges") on or before Friday, November 15, 2019. These Judges shall be selected from among the members in good standing of the Local Union. The Judges must meet the eligibility requirements for being elected a delegate, but also must agree that they will not themselves seek to be a non-automatic, elected delegate to this Convention, and shall not actively campaign for or actively support any candidate for delegate to this Convention. For Local Unions with 1,500 or fewer members, there shall be three Judges. For Locals with more than 1,500 members, there shall be three or five Judges of Elections. After the Judges are selected by the Local Executive Board, the Judges shall assume all further responsibility for conducting the delegate election.

Each Local President must use the attached form entitled 2020 Delegate Total and Judges of Election Notification form to submit the names of the Judges to the National Office no later than Friday, November 15, 2019. (See the form attached as Appendix K.)

IV. CANDIDATE QUALIFICATIONS

After nominations have been closed, the Judges are responsible for determining whether the individuals nominated are qualified to be delegates to the 2020 National Convention. As set forth in Article XII, Section 3 of the National Constitution, in order to qualify as a candidate for delegate, a regular member shall be required to have been in continuous good standing in the National Postal Mail Handlers Union for a period of two years and in continuous good standing in his/her Local Union for a period of two years immediately prior to nomination and current in the payment of dues, and s/he cannot have applied for or been employed in a supervisory or managerial capacity by the Postal Service (including any EAS position involved in discipline of employees or application of the National Agreement) for any time during that period, or by the USPS

Office of Inspector General or the Postal Inspection Service (including as a confidential informant) for any time during that period. The definition of "continuous good standing" in this paragraph incorporates the military waiver language found in the Uniform Local Union Constitution, so that "the disqualification of a candidate for not being a member in continuous good standing for a period of two years immediately prior to nomination shall be waived for members on active military duty in a leave without pay status, provided that the waiver applies only to their period of active military duty." Moreover, these requirements relating to continuous good standing, payment of dues, and applying for or being employed as a supervisor or manager also must be satisfied during the period from nomination as a candidate for delegate through the adjournment of the Convention.

Any member wishing to protest the eligibility of a candidate must communicate his/her objections to the Judges as soon as possible, but in no case later than five (5) days after the close of the nominations meeting.

The Judges must promptly determine whether the individuals who were nominated are eligible to run, and they must issue a report setting forth their determinations. A copy of the report should be posted on the bulletin boards that are maintained by the Local Union at all postal facilities, and should be provided to each nominee. Included in this report shall be notification to the membership of the approximate date for the mailing of ballots, the procedure to be followed for obtaining duplicate ballots, and the procedure adopted by the Judges to break any ties in the election results. (See the sample report attached as Appendix B.)

Should the Judges determine that any nominee is not eligible to be a candidate, they must state the specific reasons for their determination in a letter to the nominee. (See the sample letters to the nominees attached as Appendices C and D.) Any nominee who is disqualified by the Judges shall be entitled to file an immediate protest of that disqualification with the Judges. The Judges shall attempt to respond to the protest as promptly as possible, and shall communicate their decision to the nominee. (See the sample response to a protest filed by a disqualified nominee that is attached as Appendix E.)

If the number of eligible nominees is the same as, or smaller than, the number of delegates that the Local Union Council previously has determined will represent the Local Union at the 2020 Convention, the Judges shall certify that there is no need for a secret ballot election and instead shall declare all eligible nominees duly elected.

OFFICIAL CONVENTION CALL

V. VOTER ELIGIBILITY

Every regular member in good standing is entitled to vote in the delegate election. A member is in good standing if s/he has complied with the requirements set forth in the Uniform Local Union Constitution.

VI. PREPARATION AND MAILING OF THE BALLOTS

After all nomination protests are resolved by the Judges, the Judges shall determine the number of ballots needed, and shall make arrangements for the ballots to be printed. The official ballots, once printed, shall remain in the custody of the Judges until mailed. (See the sample ballot attached as Appendix F.)

The ballots must be mailed to all eligible voters on or before Friday, February 14, 2020. (See the sample envelope in which to mail ballots attached as Appendix H.) When mailed, the ballots must be accompanied by (1) a copy of the Notice and Instructions for Eligible Voters Concerning Election of Local Union Delegates To Attend 2020 National Convention (see the sample notice and instructions attached as Appendix G); (2) a secret ballot envelope (see the sample secret ballot envelope attached as Appendix H); and (3) a ballot reply envelope (see the sample ballot reply envelope attached as Appendix H). The address on the ballot reply envelope must be that of the Judges for the 2020 Delegate Election, at a post office box that has been rented specifically for the receipt of these ballots. The Judges may not use a post office box that previously has been used for nominations, correspondence, or other matters because no one, including the Judges, should have access to this post office box prior to the designated day for picking up and counting ballots in the presence of observers. (See the sample letter to the postmaster attached as Appendix I.)

During the balloting process, the Judges must ensure that there exists a reasonable procedure to allow members to request a duplicate ballot if their original ballot was not received or their ballot was spoiled while voting. All members requesting a duplicate ballot should be mailed such a ballot, and the ballot reply envelope for any duplicate ballot should be specially marked. The Judges must keep records of all members who requested and were mailed duplicate ballots.

At the pre-established deadline for the receipt of ballots, which must be on or before Monday, March 23, 2020 (but in no event less than thirty (30) days after the mailing of the ballots), all ballots must be picked up from the Post Office Box by the Judges, with an opportunity for properly appointed observers to be present. The Judges thereafter shall proceed to check the name or other information on each ballot reply envelope against the list of eligible voters, to determine voter eligibility.

The only legal requirement during this delegate election is that the name of the voter or other identifying information sufficient to allow the Judges of Election to verify each voter actually appear on the ballot reply envelope. The other information requested on the ballot reply envelope is to ease the identification of eligible voters only. The ballot reply envelopes then should be opened and segregated, and all secret ballot envelopes must be mixed thoroughly to prevent any possibility of identification. Thereafter, the secret ballot envelopes should be opened, and the ballots counted. It is the responsibility of the Judges to ensure that all ballots are counted if they indicate the voting preferences of an eligible voter (e.g., if a member is allowed to vote for seven candidates, and the member votes for six candidates plus one write-in candidate, the six votes should be counted; conversely, if a voter is eligible to vote for seven candidates, and the member votes for eight or more candidates, then that ballot must not be counted).

The number of candidates receiving the highest number of votes – equal to the number of delegates to be sent by the Local Union to the 2020 National Convention, as previously determined by the Local Union Council – shall be declared elected. Candidates who are not elected, but who received the next highest number of votes, shall be declared alternates, with the candidate receiving the most votes (other than the elected candidates) declared the first alternate, the candidate receiving the second most votes (other than the elected candidates) declared the second alternate, and so on. The naming of these alternates is necessary so that the Local Union knows who will serve as a delegate if, for some reason, an elected delegate is unable to attend the Convention. In the event of a tie between two or more candidates receiving the largest number of votes for the final delegate position, a neutral tie-breaking procedure adopted and announced in advance of the election by the Judges of Election may be used to break the tie.² If no such procedure is adopted in advance, and absent mutual agreement by all candidates involved in the tie for the final delegate position, a runoff election will be held among the tied candidates only.

VII. AFTER THE BALLOTS ARE COUNTED

Upon completion of the election, the Judges shall certify the results of the election and shall take reasonable steps to ensure that these results are promptly posted on the Local Union's bulletin boards at each postal facility in which regular members of the Local Union are employed. Such notice shall account for the total number of ballots cast and shall state the number of valid votes cast for each candidate. (See the sample notice attached as Appendix J.)

Immediately after certifying and posting the results of the election, and in any event no later than Wednesday, March 25, 2020, the certified results of the election must be forwarded to the National Secretary-Treasurer at the National Office. Along with the copy of the certified results of the election, the Judges also must complete and submit to the National Secretary-Treasurer the attached form entitled Notice to National Office of Elected Delegates to 2020 National Convention (see the form attached as Appendix L); this form shall include the USPS Employee Identification Number (EIN) for each elected delegate and potential alternate delegate, which will allow the National Office to ensure that it is accurately processing delegate credentials and other correspondence related to the 2020 Convention.

All envelopes and ballots, together with all other records pertaining to the election (including, but not limited to, all unmarked ballots, envelopes, voter lists, and tally sheets) must be preserved by the Judges at the Local Union offices for at least one year from the date of delegate certification.

VIII. RIGHTS OF CANDIDATES

Each candidate may join a group of candidates running as a slate. Any group of candidates running as a slate shall be entitled to be identified on the ballot as members of a designated slate provided that written notice is given by each such candidate to the Judges of Election no later than 10 days prior to the scheduled date on which the ballots are to be mailed. Each individual voter, however, must be allowed to choose among individual candidates if s/he does not wish to vote for

an entire slate, and the voting instructions must specifically inform the voter that s/he need not vote for an entire slate. In other respects, slate voting should be implemented by the Judges of Election in a reasonable manner that is consistent with the basic requirement of fairness in the election.

Each candidate is entitled to an observer (or, if approved by the Judges as necessary, multiple observers) appointed from among the members of the Local Union who may be present at the preparation and mailing of the ballots, their receipt from the post office and the opening and counting of the ballots, to ensure that the rights of the candidate on whose behalf s/he serves are protected. A candidate may designate him/herself to serve as an observer. Upon qualifying each candidate, the Judges shall notify each candidate of his/her right to have an observer present at all times during the conduct of the election and shall give reasonable notice to the candidate or his/her observer, if known by the Judges, of the time and place of each phase of the balloting process. This provision shall apply regardless of whether the election is conducted by this Local Union or by an outside organization or agency.

Each candidate shall be entitled to send uncensored campaign materials at his/her expense utilizing any special mailing privileges available to the Local Union. All candidates shall be treated equally with respect to the expense of such mailing which shall not exceed the actual cost incurred by the Local Union to handle the mailings.

Any regular member in good standing of a Local Union who desires to protest the manner of selecting a delegate or delegates to the National Convention from his/her Local Union must file a protest with the National President by forwarding a copy of such protest to the National President not later than thirty (30) days after the Local's delegate election has been certified by the Judges. The National President will acknowledge such protest and advise the member as to the manner in which such protest will be considered by the Credentials Committee appointed pursuant to Article XII, Sections 9, 11, 12, and 13 of the National Constitution.

IX. EXCEPTIONS

A Local Union that will be conducting an election of Local Union officers during the period running from January 2020 through March 2020 may request an adjustment to the schedule that is otherwise established by these rules. Such requests must be submitted, in writing, to the National Executive Board, through the National Secretary-Treasurer, no later than Thursday, October 31, 2019. Only those exceptions granted by the NEB, in writing, may be followed by the Local Union.

² While the Judges are not required to adopt and announce a tie-break procedure in advance of the election, it may be prudent to do so to prevent the need for a costly and time-consuming runoff election in the event that the ballot count results in a tie for the final delegate position, and the tied candidates cannot mutually agree on a tie-break procedure. The following language might be considered by the Local Judges of Election as an acceptable tie-breaking procedure to adopt and announce in advance of the election:

"In the event of a tie between two or more candidates receiving the largest number of votes for the final delegate position, the Local Judges of Election have adopted the following procedure to break the tie: If there are only two candidates in a tie vote for the final delegate position, those candidates (or their designated observer) will participate in a "heads or tails" coin toss to determine the final delegate. If more than two candidates are tied for the final delegate position, each candidate (or their designated observer) will roll a pair of dice, with the candidate receiving the highest numerical roll appointed as the final delegate. This dice roll also will determine which of the tied candidates will be designated as the first alternate delegate, etc."



LISTEN UP! NOISES CAN DAMAGE YOUR HEARING

Nina Gallauresi, Executive Director, MHBP

Sounds surround us. We enjoy many of them—like music, birdsong, and conversations with friends. But loud or long-lasting noises—from motors, power tools, and even headphones—can permanently damage your hearing. Take steps to protect your ears from harmful noises.

Loud noise is one of the most common causes of hearing loss. An estimated 26 million Americans between the ages of 20 and 69 already have irreversible hearing loss caused by loud sounds. And up to 16% of teens have hearing loss that may have been caused by loud noise.

“Noise damage can begin at any age, and it tends to accumulate over time. That’s why avoiding excess noise is so critical,” says Dr. Gordon Hughes, a clinical trials director and ear, nose, and throat specialist at NIH. “Hearing loss caused by noise is completely preventable.”

For adolescents, music players with headphones are a common source of noise exposure. “With adults it may be power tools, lawn mowers, snow blowers, and other sources of that type,” Hughes says. “Workplace noise—like farm machinery, construction, and noises associated with military service—may also cause problems.”

Noise-related hearing loss can arise from extremely loud bursts of sound, such as gunshots or explosions, which can rupture the eardrum or damage the bones in the middle ear. This kind of hearing loss can be immediate and permanent.

But most noise-related hearing problems develop slowly over time, with ongoing exposure to loud sounds. Loud noises can injure the delicate sensory

cells—known as hair cells—in the inner ear. “These cells have little hair-like tufts on one side,” Hughes says.

Hair cells help to convert sound vibrations into electrical signals that travel along nerves from the ear to the brain. These cells allow us to detect sounds. But when hair cells are damaged and then destroyed by too much noise, they don’t grow back. So hearing is permanently harmed.

Sometimes loud noises can cause tinnitus—ringing in the ears that lasts anywhere from a brief period to a lifetime. Loud noises can also cause temporary hearing loss that goes away within hours or a couple of days. “But some research suggests that even though the symptoms disappear, there may be molecular or chemical abnormalities that build up and cause potential for long-term damage to hearing,” Hughes says.

It’s best to avoid loud noises when possible. But how loud is too loud?

Sound is measured in units called decibels (dB). Sounds less than 75 dB are unlikely to harm hearing. Normal conversation, for instance, measures about 60 dB. A typical hair blow dryer has an intensity of about 85 dB, but if they’re used for just brief periods, they’re unlikely to damage hearing.

However, long or repeated exposure to sounds at or above 85 dB can cause problems. The louder the sound, the quicker the damage.

“At maximum volume, an audio player with ear buds might produce 105 dB. There’s potential for noise damage to occur at barely 30 minutes of exposure,” Hughes says. A siren may be 120 dB, a

rock concert 110 dB, a motorcycle 95 dB, and a lawn mower 90 dB. All these have the potential to harm hearing over time.

“Wear ear protection such as ear plugs if the sound can’t be avoided. Or just get away from the sound, or reduce it, like turning down the volume on an audio player,” Hughes says. Foam insert earplugs can keep some sound intensity from reaching the eardrum, as can protective earmuffs, available at hardware and sport stores. For better ear protection, talk with a hearing specialist about getting a custom-fitted ear mold.

Finally, don’t forget to protect the ears of children who are too young to protect their own. And get a hearing test if you think you or a loved one might have hearing loss.

IT’S A NOISY PLANET: PROTECT YOUR HEARING

Your ears can be your warning system. Noise is too loud when:

- You have to raise your voice to be understood by someone standing nearby.
- The noise hurts your ears.
- You’ve got a buzzing or ringing in your ears, even temporarily.
- You don’t hear as well as you normally do until several hours after you get away from the noise.

If you’re around noises at this level:

- Turn down the sound.
- Avoid the noise (walk away).
- Block the noise (wear earplugs or earmuffs).

TINY DEVICES CAN KEEP YOU CONNECTED

Many people slowly lose their hearing as they get older. Not being able to hear well can make it hard to communicate. That can affect your relationships, emotional well-being, and work performance.

For those who need them, hearing aids can help. These electronic devices are worn in or behind the ears. They make sounds louder. Close to 29 million adults could benefit from hearing aids, yet only 1 in 4 of them has ever used one.

An exam of your ears, nose, and throat might detect a physical reason why you're not hearing as well. You may want to start by talking with your primary care provider or an ear, nose, and throat doctor, also known as an ENT or otolaryngologist.

A doctor can look for ear wax, an infection, injury, or other reason for hearing loss. A hearing test can show the type and amount of hearing loss. For a hearing test, your doctor may refer you to an audiologist.

If ear wax or an ear infection is the cause, the hearing loss may be temporary. Other causes, such as nerve damage, may lead to more permanent hearing loss. Nerve damage can be caused by loud noises, as a side effect of certain medicines, or for other reasons. Hearing aids may help in these cases.

Some people don't want to try hearing aids because of how they think it might look to others. "Hearing loss is far more obvious than a hearing aid," says Dr. Kelly King, an NIH hearing health expert. "The hard work people do to compensate for their hearing loss, and the mistakes they sometimes make when communicating, make the loss more noticeable to those around them than a hearing aid."

And now, advances in technology are making hearing aids less visible. "One of the biggest changes that has taken place in the last 15 years is a major reduction in the size of these devices," King says. Some can be hidden inside the ear canal. Others are worn over the ear.

Choosing the best device for you will depend on factors like cost, features, and your amount of hearing loss. Today's hearing aids offer different features. For example, some can connect to your mobile phone, TV, and other devices using Bluetooth technology. That means you can talk on your phone and stream music directly to the speakers within the hearing aids without wires.

It's important to understand that hearing aids can't restore your hearing the way that reading glasses correct vision. Instead, a hearing aid can help you make the most of your remaining hearing by making sounds louder. If it's been a while since you've heard the soft sounds of speech, your brain may need time to re-learn and translate those sounds for you.

Do you think you may need a hearing test? Take the quiz in below to help you decide.

DO YOU NEED YOUR HEARING TESTED?

If you answer yes to several of these questions, you may want to get a hearing test:

- Is it hard to hear or understand others?
- Do you get frustrated trying to hear things?
- Do people get frustrated because they need to repeat what they say to you?
- Do you turn up the TV or radio louder than those around you would like?
- Do you have trouble hearing what people are saying in restaurants or at the movies?
- Is your social life, school, or job limited by your problem with hearing?

MHBP COVERAGE FOR HEARING SCREENING AND HEARING AIDS

MHBP offers routine hearing screening as recommended under the U.S. Preventive Services Task Force. MHBP provides coverage for hearing aids every five (5) calendar years. For more

information, contact MHBP at 800-410-7778 for Standard Option and Value Plan or call 800-694-9901 for Consumer Option.

DISCOUNT PROGRAMS

MHBP offers two discount hearing related discount programs, Hearing Care Solutions Program and Amplifon.

Hearing Care Solutions offers you:

- Program available to members of MHBP and their family
- Complete hearing exam at no charge
- All sizes, styles and colors to choose from
- Choice of 9 major manufacturers
- 3-year supply of batteries (up to 240 cells per hearing aid) Battery savings program available, after 3 years
- 1-year of routine, in-office service, at no charge, with original provider
- 60-day evaluation period
- Over 4,000 locations throughout the country

With Amplifon, you'll enjoy:

- Low price guarantee on hearing aids
- 60-day trial period with money-back guarantee
- Continuous care—one-year free follow-up, three-year warranty, and two years of free batteries (maximum of 160 cells per hearing aid)
- Convenient locations near you
- Products from leading manufacturers, including Oticon, Phonak, ReSound, Siemens, Starkey, Miracle-Ear, Rexton, Sonic Innovations, Unitron, and Widex

For more information, go to mhbp.com/discount-programs. These discount program benefits are not part of the FEHB contract, but are made available to all MHBP members at no additional premium. You cannot file a FEHB disputed claim about them. The fees you pay for these services do not count toward FEHB deductibles or catastrophic protection out-of-pocket maximums.



NPMHU Arthur S. Vallone SCHOLARSHIP

VALLONE SCHOLARS LEADING BY EXAMPLE



The NPMHU Scholarship Committee completed their task of evaluating over one hundred applications from well qualified NPMHU members and members of their immediate families. Fifteen applicants were selected and awarded scholarships from this year's pool; this is an exceptional group of extraordinary Vallone Scholars.

The Arthur S. Vallone Scholarship is now in its 19th year of existence. This

award was designed to offer deserving Mail Handlers and members of their immediate families some relief from the financial burden of paying for higher education. With fewer and fewer resources becoming available for paying for higher education it can become a burden for families to absorb the cost of college this can become very overwhelming. While some individuals and families develop savings



Local 315-W
ALEISHA KERR



Local 324-S
CHERYL VILLATOR



Local 318-S
JAMAL GODFREY



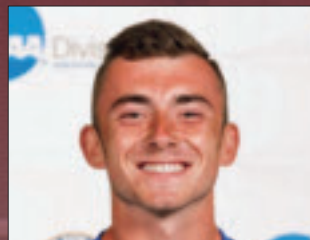
Local 297-C
KARSON HAWKINS



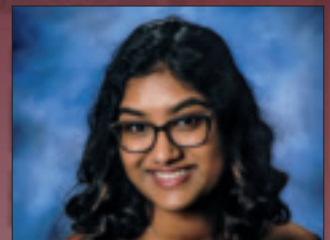
Local 305-E
AMON THOMAS



Local 304-E
CHRISTIAN TURNER



Local 301-NE
JOSHUA LABONTE



Local 309-NE
LAYA MATHAI

plans for higher education there are some that do not and that's why the NPMHU has dedicated such an award for deserving individuals.

Each NPMHU region has been granted a total of three scholarship awards in the amount of \$1,000 each, renewable by the recipient for up to four years or until the completion of the students undergraduate or trade school degree, whichever occurs first for a maximum of \$4,000 per recipient over four years.

The NPMHU National Scholarship was dedicated and named after Arthur S. Vallone after his passing in 2005. Arthur S. Vallone served as the elected President of Local 309 which is headquartered in Buffalo, New York and represented approximately 1,000 Mail Handlers throughout upstate New York. Vallone also served 3 terms on the National Executive Board as the Northeast Region Vice President. Vallone's strong belief in learning and education are just a few reasons why

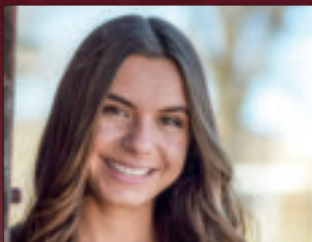
the NPMHU dedicated this legacy to Brother Vallone.

One application from the group of Vallone Scholars recently caught my eye. Taline Mkrtshjan, wife of Local 301 Mail Handler Shop Steward John Mkrtshjan out of Providence, RI is currently seeking an Associate Degree from The Community College of Rhode Island. One of Mrs. Mkrtshjans' Professors wrote a wonderful letter of recommendation. In the letter of recommendation, the professor wrote; "When she joined my General Psychology class, Taline immediately stood out as someone who was driven and would excel. She was always punctual, took excellent notes, and was quick to seek me out with questions. Her goal was to get an A in a usually very difficult class. Her work was consistently the highest in the class. Although she did not need to, Taline did all of the optional assignments for the class and went above and beyond to get the most from the

experience. She even found inconsistencies between the online learning platform we were utilizing and the textbook. Taline was always prepared, respectful, and worked well with classmates. She made it look easy."

It's students like Taline Mkrtshjan that are a fine example of what Arthur Vallone stood for and what I hope every student that is granted the opportunity to attend higher education strive to be. Congratulations to the 15 wonderful recent recipients of the Arthur S. Vallone Scholarship Award, the National Executive Board and members of the NPMHU wish you all the best in your future endeavors.

Applications for the 2020 NPMHU Arthur S. Vallone Scholarship Program will be available in late November 2019. For details you may contact your Local Union or National Union Headquarters, the application will also be available for download on the NPMHU website at www.npmhu.org.



Local 331-W
MELISSA GABALDON



Local 297-C
RIKKI LI



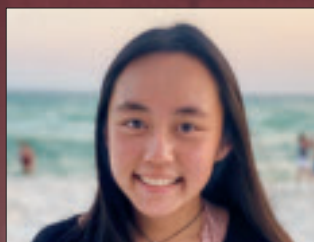
Local 308-E
SYDNEY QUARTUCCI



Local 332-W
VICTORIA SOPER



Local 306-C
MORGAN BRIDGES



Local 311-S
STEPHANIE TRAN



Local 301-NE
TALINE MKRTSCHJAN



UNION PLUS SCHOLARSHIP

Union Plus recently awarded its scholarship to 108 students representing 34 different unions. NPMHU has been well represented in the Union Plus Scholarship winners circle over the past years. This year Sofia DeLeon, daughter of Local 316 Mail Handler Daniel DeLeon, was one of the lucky recipients.

Sofia DeLeon graduated this summer and will be the first person in her family to attend college. Throughout her high school career Sofia participated in several activities and clubs she was also a Mentor for young students. One of Sofia's brightest accomplishments was to start a program for children of need where students and faculty at her school would donate backpacks and school supplies.

The NPMHU is proud of Sofia and her accomplishments and kind will. We would like to congratulate her on being a recipient of the Union Plus Scholarship and wish her luck in her future endeavors.

At right please find the press release detailing the Union Plus Scholarship award won by Sofia DeLeon.

To inquire further about the Union Plus Scholarship and other education savings please visit www.unionplus.org.

NPMHU Family Member Awarded 2019 Union Plus Scholarship

WINNER HONORED FOR ACHIEVEMENT AND UNION VALUES

Washington, D.C.—Union Plus recently awarded \$170,000 in scholarships to 108 students representing 34 unions, including one winner representing the National Postal Mail Handlers Union (NPMHU). This year's group of scholarship recipients includes university, college, and trade or technical school students from 31 states plus the District of Columbia. The NPMHU winner is:

Sofia DeLeon of Lakewood, Washington. DeLeon, whose father, Daniel de Leon, is a member of NPMHU Local 316, has been awarded a \$1,000 scholarship.

"The entire team here at Union Plus is so proud to be able to offer this scholarship program to help union family members offset the high cost of college education," Union Plus President Mitch Stevens said. "This year's group of 108 winners are all incredibly talented, motivated, and deserving students taking an important step to further their education and build the foundation for future success."

MEET THE 2019 NPMHU HONOREE: SOFIA DE LEON

Sofia is a 2019 graduate of Harrison Preparatory School (HPS) in Lakewood, Washington. She will be the first person in her family to attend college and plans to major in business and marketing. Sofia aspires to earn a Master of Business Administration (MBA) and work as a marketing manager for a Seattle-based company. Her mother, Michelle Wilson, is a member of the International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART). Sofia started a project at HPS that allowed students and staff to donate backpacks and school supplies for area foster children. "No one should have to believe that

success is based on circumstances," Sofia said. "I want all kids to have the materials they need and feel confident for school. Foster children should know that people are supporting them and their education."

- **Activities and honors:** City of Lakewood Youth Council; Young Executives of Color (YEOC); Four Heroes Appreciation of Service Award; HPS Art Department Award; National Honor Society; HPS Honor Roll; HPS Knowledge Bowl; ASB leadership
- **Volunteerism:** Elementary Mentors; Make a Difference Day; City of Lakewood Christmas Tree Lighting; local crab feed; fundraisers

LEARN MORE ABOUT THE UNION PLUS SCHOLARSHIP PROGRAM

The Union Plus Scholarship Program, now in its 28th year, awards scholarships based on outstanding academic achievement, personal character, financial need, and commitment to the values of organized labor. The program is offered through the Union Plus Education Foundation. Since starting the program in 1991, Union Plus has awarded more than \$4.5 million in educational funding to more than 3,000 union members, spouses, and dependent children. Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school, or recognized technical or trade school. The selection process is very competitive, and this year over 7,100 applications were received from 65 unions and all 50 states, plus the District of Columbia and two U.S. territories, representing an almost 20% increase in applications from 2018.

Visit unionplus.org/scholarship for applications and benefit eligibility.

TSP MODERNIZATION ACT GOES INTO EFFECT ON SEPTEMBER 15, 2019

The law passed by Congress makes several important changes for federal employees who participate in the Thrift Savings Plan. The TSP issued the following statement about the new law:

On November 17, 2017, President Trump signed into law the TSP Modernization Act of 2017, which will provide TSP participants with more flexible withdrawal options. The law eliminates the statutory prohibition on multiple post-separation withdrawals and multiple age-based withdrawals while a participant is still working. It also removes the restriction that participants cannot take partial post-separation withdrawals if they've already taken an age-based in-service withdrawal. Though it has no effect on required minimum distributions mandated by the Internal Revenue Code, the law also allows separated participants who are over age 70½ to remain in the TSP, eliminating the requirement to make a withdrawal election on an entire account balance. Participants will also be able to stop monthly payments, change payment frequency, or elect to purchase an annuity while receiving monthly payments.

The Executive Director of the FRTIB has the authority to establish parameters regarding this new ability to take multiple withdrawals, and the law gives the FRTIB up to two years to make the regulatory and operational changes necessary to enact these changes.

Between September 7–14, 2019, the Thrift Savings Plan will be transitioning to new rules and options brought about by the TSP Modernization Act. If you need to withdraw money before these changes take effect, the TSP must receive your properly completed request by 11:59 p.m. eastern time on September 6, 2019. If possible, enrollees are being encouraged to wait until September 15 or later to request your withdrawal so that you can take advantage of more flexibility and use new, more efficient online tools to initiate your request.

WHAT'S GOING TO CHANGE?

Beginning September 15, 2019, you will have more options for how and when you can access money from your TSP account. These options fall into the following categories:

- After you separate from service, you can take multiple post-separation partial withdrawals.
- If you're 59½ or older and still working in federal civilian or uniformed service, you can take up to four in-service withdrawals each year.
- You'll be able to choose whether your withdrawal should come from your Roth balance, your traditional balance, or a proportional mix of both.
- You will no longer need to make a full withdrawal election after you turn 70½ and are separated

from federal service. (You will still need to receive IRS required minimum distributions (RMDs)).

- If you're a separated participant, you'll be able to take monthly, quarterly, or annual payments.
- You'll be able to stop, start, or make changes to your installment payments at any time.
- You'll have enhanced online tools to help you make withdrawals in the My Account section of tsp.gov.

PARTIAL WITHDRAWALS

Right now, you're limited to one partial withdrawal in your lifetime—either an age-based in-service withdrawal (when you're 59½ or older) or a partial post-separation withdrawal. **Under the new policy:**

- you'll be able to take up to four age-based in-service withdrawals per calendar year. (The current rules on the number of in-service hardship withdrawals will not change);
- there will be no limit of the number of partial withdrawals you can take after separating from federal service (*except that you won't be able to take more than one every 30 calendar days*);
- you'll be able to take partial withdrawals while you're receiving post-separation installment payments; and

- having taken age-based in-service withdrawals will not prevent you from taking post-separation partial withdrawals.

ROTH, TRADITIONAL, OR BOTH

Currently, when you take a withdrawal, the money comes from your traditional and Roth balances on a pro rata basis. For example, if 80% of your account is in your traditional balance and 20% is in Roth, any withdrawal you take will be 80% traditional and 20% Roth. Under the new rules, you can still use this method, but you'll also have the option to take your withdrawal only from your Roth balance or only from your traditional balance. These options will be available for all types of withdrawals.

WITHDRAWAL DEADLINE

Previously, the law required that you make a full withdrawal election once you turned 70½ and were separated from federal service. If you failed to do that, we would initiate an account “abandonment” process.

The new law does away with this requirement. You will never be required to make a full withdrawal election, and TSP will no longer abandon accounts as in years past.

If your account has already been abandoned, you'll be able to restore the account without making a full withdrawal election. Your restored balance can remain in the plan (subject to RMDs) with all the new withdrawal options available.

You will still need to receive IRS required minimum distributions (RMDs). You can satisfy the requirement by taking a partial withdrawal or installment payments. If you take no action or just don't withdraw enough to meet your RMD, TSP will automatically send you the remaining RMD amount.

INSTALLMENT PAYMENTS

- Monthly payments are currently the only frequency option

you have for receiving regular post-separation installment distributions from your account. The new rules will also allow you to receive payments quarterly or annually.

- Right now, if you're receiving monthly payments, you can only change the amount of those payments during an open season between October 1 and December 15. When the new withdrawal options go into effect, you'll be able to change the amount and frequency (monthly, quarterly, annual) of your installment payments—and change from life-expectancy payments to a fixed dollar amount*—at any time throughout the year. (**This is a one-time-only change. As is currently the case, once you choose to receive “dollar-amount” payments, you cannot switch to life-expectancy.*)
- Now, if you want to stop your monthly payments, you must receive the remainder of your account in a final withdrawal paid to you or transferred to an IRA or other eligible plan. The new rule eliminates that requirement, allowing you to stop and start your payments any time.

WHAT WILL BE THE WITHDRAWAL PROCESS UNDER THE NEW RULES?

At the same time as TSP rolls out the new withdrawal options, they'll begin using enhanced online tools to make the withdrawal process even more efficient. Instead of just providing you with a completed paper form to send in, our new online tools will allow you to complete at least part of the transaction online. In many cases you'll still need to provide notarized signatures or other materials in paper form. But when that happens, you'll be given only the necessary pages to complete and submit. When we receive those pages, we'll be

able to link them to the information you've already submitted securely online and complete your transaction. This will greatly reduce the chance of errors that could cause delays, rejections, or—worse—unintended withdrawals that can't be reversed.

CAN BENEFICIARY PARTICIPANTS USE THE NEW WITHDRAWAL OPTIONS?

Yes, beneficiary participants, the spouses of deceased TSP participants who've had accounts established for them, can make all the same withdrawals as separated TSP participants.

If I've already begun receiving monthly payments from my TSP account, or elect to begin receiving payments before the new rules take effect, will the additional withdrawal options be available to me? How about if I've already taken a partial withdrawal (either in-service or post-separation) before the changes take place? Will that prevent me from being able to take additional withdrawals later?

If you have an account balance when the new rules go into effect, even if you've begun receiving monthly payments or have taken a partial withdrawal before then, you will be able to take advantage of the new withdrawal options. Note that, as is currently the case, if you are receiving monthly payments and elect to make a change that affects the duration of your payments, there may be tax consequences. For more information, see the TSP tax notice—*Important Tax Information About Payments From Your TSP Account*.

These changes are significant and very valuable to TSP participants. The new opportunities largely focus on withdrawal options that have previously lacked flexibility causing many to look for alternative options that offer more accessibility and control to their retirement savings. The source for this article is TSP Fact Sheet #10 (TSPFS10). Enrollees may acquire additional details at www.tsp.gov.

MAIL HANDLERS

ACROSS THE COUNTRY



A



B



C

LOCAL 318 ADVANCE STEWARD TRAINING

A) Southern Region Vice President Lawrence Sapp. **B)** Local 318 Treasurer Joyce Weber
C) Members of Local 318 engaged in training.



LOCAL 306 PICNIC

Front row (l-r): Carmela Tyler: Branch President Chicago IMSC, June Harris: Local 306 President/Central V.P., Michael Hora: National Secretary-Treasurer, Sheila Spaulding: Branch President Carol Stream P&DC, Tanisha Ruth: Local 306 Recording Secretary.

Standing (l-r): Manual Lazú: Branch President Chicago Metro L&DC, Gregory Newsome: Local 306 Vice President, Manuella Morris: Branch President Palatine P&DC, George Cantrell: Branch President Cardiss Collins P&DC, Sharifa Knowles: Branch President Chicago NDC, Richard Coleman: Local 306 Illinois State Board Rep., Robert Howze: Branch President South Suburban P&DC, Mark Blough: Branch President Fox Valley P&DC, Essica Lowe: Local 306 Office Secretary, Kenneth Leftridge: Local 306 Treasurer.



B



A

LOCAL 301 UNION MEETING

A) Pictured (l-r) Local 301 President Daniel St Marie, National Secretary-Treasurer Michael Hora **B)** Council Members and representatives of Local 301 gather for Council meeting and training session at the LIUNA Training Academy in Pomfret, CT



LOCAL 307 AND LOCAL 299 JOINT ARBITRATION AND ADVOCACY TRAINING.

Members of Local 307 and Local 299 along with NEB members gathered for an Arbitration and Advocacy Training. Pictured (l-r) VP Erik Stevenson, Tony Cromer, LP Jim Haggarty, WRVP Don Sneesby, Renee Dickenson, NDC BP Mike Mendez, Kim Johnson, SEBM Trevell Fleming, Deanna Parker LP Hawaii, Treasurer Billy Genia, Metroplex BP Ursula Patterson, Derek Douglas, CRVP June Harris, Kesha Williams

MAIL HANDLERS

ACROSS THE COUNTRY



LOCAL 317 STEWARD TRAINING

Local 317 President James Morris along with Southern Region Vice President Lawrence Sapp and Eastern Region Vice President John Gibson conducted their Steward Training.



LOCAL 316 GATHERING

National President Paul Hogrogian and National Secretary-Treasurer Michael Hora along with Western Region Vice President and Local 316 President Don Sneesby and members of Local 316 gathered for the Annual Local 316 picnic.



LOCAL 321 ANNUAL GATHERING

National Secretary-Treasurer Michael Hora, Central Region Vice President June Harris and Western/Central Regional Director Don Gonzales joined Local 321 President Tony Wilson and Local 321 members at their annual gathering.



LOCAL 302 MEETING FACILITY VISIT

A) National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Southern Region Vice President Lawrence Sapp and Western Region Vice President Don Sneesby along with Local President Anthony Coleman, Reno Branch President Matthew Story and Reno P&DC members. **B)** (l-r) Southern Region Vice President Lawrence Sapp, T1 Chief Steward (San Jose) - Michael Sanchez, Western Region Vice President Don Sneesby, - Branch President (San Jose)- Anthony Dering, T-2 Shop Steward (San Jose) Nick Mandel, Eastern Region Vice President John Gibson and National Secretary-Treasurer Michael Hora **C)** (l-r) Reno Branch President Matthew Story, Reno mail handler Sara Harville and National President Paul Hogrogian touring the Reno P&DC



LOCAL 309 ADVOCACY TRAINING

National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Northeast Vice President David Wilkin, Legislative and Political Director Bob Losi and Northeast Regional Director Tom Ruth were on hand in Buffalo to participate in the Local 309 Advocacy Training.



LOCAL 320 TRAINING AND ANNUAL MEETING

A) Local 320 President Alex Cervantes welcomes National President Paul Hogrogian.
B) National President Paul Hogrogian conducts expedited bidding exercise with Local 320 members during an Article 12 training.



NATIONAL PRESIDENT PAUL HOGROGIAN

receives his 40 year service pin from Postmaster General Megan Brennan




LOCAL 311 UNION MEETING AND TRAINING

Local 311 President Charles Charleston along with members of Local 311 welcomed National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Eastern Region Vice President John Gibson, Southern Region Vice President Lawrence Sapp, and Southern Region Director Eileen Mills to their training.



LOCAL 313 INSTALLATION

(l-r) National President Paul Hogrogian, Vice President Juan Tavaréz, Local President Irene Sanchez, SEBM Adalberto Santiago, Northeastern Region Vice President Dave Wilkin and Northeastern Region Director Tom Ruth



Dental and Vision Plans Available All Year!

Did you forget to enroll in a dental or vision plan during Open Season? Don't worry. You can easily enroll in MHBP Dental and Vision Plans at *any* time in the year—even if you aren't enrolled in an MHBP health plan!

Our comprehensive dental benefits include:

- Preventive Care covered 100% twice a year
- Coverage for services from basic to major
- Orthodontic benefits

Our comprehensive vision benefits include:

- Eye exam and lenses every 12 months for just \$10
- Up to \$120 for frames every 24 months or contact lenses every 12 months
- Nationwide coverage for eye exams, frames and lenses, contacts, laser vision correction discounts and more!

No matter what job you do in the service of the U.S. public, this plan is your plan.

For more information, call **800-410-7778**
or visit **MHBP.com**.

Open to Everyone
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