

# The Mail Handler



1937 MAIL HANDLERS  
**Hard at Work**

Summer 2014



# The Mail Handler

The Quarterly Publication of the National Postal Mail Handlers Union

Summer 2014

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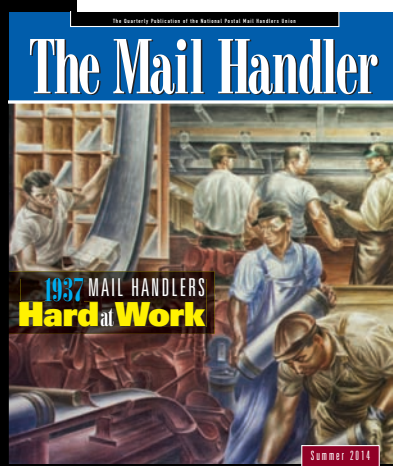
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#### On the Cover:

Alfredo de Giorgio Crimi  
*Post Office Work Room, 1937*  
William Jefferson Clinton Federal  
Building, Washington, D.C.  
Carol M. Highsmith Photography  
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## PRESIDENT'S REPORT

# PLANT CLOSURES BACK ON THE TABLE

## Dear Members,

**A**s the fall mailing season creeps up on us, the Postal Service is at it again with implementing some idiotic ideas to save money. I reported in the last issue that the closings and consolidations had been put on hold. But guess what? They're baaaack. Why on earth would an organization announce 82 closings and consolidations right before the busiest time of the year? Does the Postal Service really believe that reducing service and delaying mail are long-term answers to its financial problems? Is the Postal Service deliberately trying to drive customers away? It sure seems like it..

We have requested detailed information from the Postal Service about the potential impact on our members in the affected facilities, and will be sharing that information with all of the Local Unions when it is received. Article 12 of our National Agreement requires management to share specific details regarding the numbers of mail handlers affected, where the loss of jobs will be, and where the affected employees can expect to be working after the closings and consolidations. We will be working closely with the Local Unions in the field to ensure that all affected mail handlers receive all of the contractual protections to which they are entitled.

In the meantime, we are not going to allow the Postal Service to do this without a fight. We are planning to attack this draconian plan on several possible fronts, with concerted actions along with our Brothers and Sisters in the other major Postal Unions. We are looking into possible legal action against the Postal Service; we are working with Members of Congress to force the Postal Service to put the brakes on these closings and consolidations; and we also are evaluating

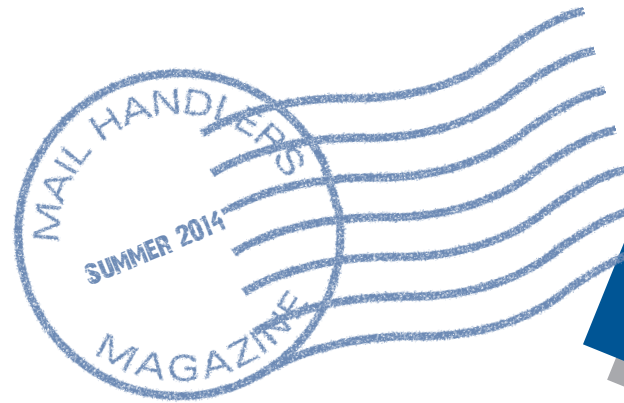


JOHN F. HEGARTY, National President

the options for filing a National-level grievance (or grievances); and lastly, we want to engage the Local Unions in a grass-roots campaign to gather community support to put pressure on the USPS to back off these foolhardy actions. I outlined these actions in great detail in my report to the Local Union Presidents at our recent meeting here in Washington, DC. It will be imperative that you assist us in the fight when the call to do so goes out. Please check your bulletin boards and our web site for the latest information. The web address is: [www.npmhu.org](http://www.npmhu.org).

On another note, we have been successful in getting many of our recently appointed Mail Handler Assistants hired as career Mail Handlers over the past several months. It varies by location, but as of today, approximately 800 MHAs have now been converted to full-time career Mail Handler. Nationwide, there are over 5,500 MHA's on the rolls, and one of the primary goals of the Union is to see that each and

**“We are planning to  
attack this draconian  
plan on several  
possible fronts....”**



every MHA has a path to a career appointment. To that end, we will continue to work with the Local Unions to find ways to get MHAs converted whenever possible. One way that MHAs get converted is through attrition. As full-time career Mail Handlers retire, or otherwise leave the Postal Service, management many times is already at its contractual cap on MHAs, and management therefore has no choice but to convert MHAs to full-time career positions.

One problem area that has arisen is the need to plan for the closings and consolidations of another 82 of our processing plants, as outlined above. The closings and consolidations could result in career employees being transferred to other USPS plants, and the possibility that MHAs in the affected plants might lose their jobs or some of their hours. This is another big reason why we are fighting the closing and consolidation plan.

As you can see, the struggle against these closings and consolidations will not be easy and

will not be quick. But the NPMHU has been through tough times before, and the NPMHU will continue to do what's right for our members. Stay tuned.

Yours in Solidarity,  
John F. Hegarty  
National President

“... the NPMHU has been through tough times before, and the NPMHU will continue to do what's right for our members.”

## September is National Voters Registration Month

The National Association of Secretaries of State (NASS) has announced its support for the establishment of an annual National Voter Registration Day. In view of the fact that forty-nine states plus the District of Columbia have voter registration deadlines in October, NASS has designated September as National Voter's Registration Month with the mission being to encourage voter participation and increase awareness of state requirements and deadlines for voting.



As part of this effort, the NPMHU is taking steps to make eligible voters aware of registration deadlines and requirements, as well as promoting state resources to aid with the registration process. A state-by-state list of voter registration deadlines, with contact information, polling place hours, and links to each state's voter information website, is posted and available for your use under the Legislative and Political tab at [www.npmhu.org](http://www.npmhu.org). In addition, each state's voter helpline and toll-free numbers are provided as a resource for the 2014 general elections. Voters who wish to report problems, suspicious activity, or

irregularities related to the voting process are urged to contact their local election office.

Every Mail Handler is encouraged to register and vote. Please take the time to review these resources, register to vote, and most importantly, vote!

For more on voter registration options and deadlines in your state, you can visit the association's non-partisan voting information website, [www.CanIVote.org](http://www.CanIVote.org).

For more on National Voter Registration Day and becoming a partner, check out [www.NationalVoterRegistrationDay.org](http://www.NationalVoterRegistrationDay.org)



# Not Your Back Yard?

**It Still Could Be Another  
Postal Employee's  
Back Yard!**

**P**lease make a donation to the Postal Employees' Relief Fund (PERF) during the Combined Federal Campaign's open solicitation period, Sept. 1-Dec. 15. And help fellow postal employees—active or retired—whose homes were destroyed or left uninhabitable by natural disasters.

Designate **CFC#10268** on the Combined Federal Campaign's contribution form to make a *tax-deductible* contribution to PERF. You also may send a check directly to PERF, PO Box 7630, Woodbridge, VA 22195-7630. Do your part to support postal employees throughout the country.

*For more information, go to [www.postalrelief.com](http://www.postalrelief.com).*

# UPDATED WAGE CHARTS UNDERSTANDING COLA ADJUSTMENTS

**B**ased on the February 2013 Fishgold Arbitration Award, Article 9 of the 2011 National Agreement provides for up to seven semi-annual cost-of-living-adjustments (COLA) to the Mail Handler career wage scales over the course of the contract period. These adjustments are based on changes to the CPI Index—specifically, the “National Consumer Price Index for Urban Wage Earners and Clerical Workers” published by the Bureau of Labor Statistics (BLS), United States Department of Labor (1967=100)—following release of that Index for January 2013, 2014, 2015, and 2016, as well as following release of that Index for July 2013, 2014, and 2015. As mandated under the Award, the increases based on the first two of these adjustment periods (following release of the January 2013 and July 2013 CPI calculations) were deferred for a period of one year—such that any increase based on the January 2013 Index would be added to Mail Handler base wages during the first full pay period following release of the January 2014 Index, and any increase based on the July 2013 Index would be added to base wages during the first full pay period following release of the July 2014 Index.

There was an upward adjustment of \$146 based on the January 2013 Index (which amount was applied to Mail Handler wage scales effective PP07-2014), and an upward adjustment of \$540 based on the July 2013 Index (which amount was recently applied to Mail Handler wage scales effective PP20-2014). Because of slight deflation in the U.S. economy between July 2013 and January 2014, the third possible COLA adjustment under the contract, which would otherwise also have been applied to base wages in March 2014 (based on the January 2014 Index) was zero.

The BLS has released its inflation data through July 2014, which allowed for the calculation to determine the fourth of seven possible COLA adjustments as outlined in our National Agreement. That calculation resulted in an increase of \$687 to be applied to the Mail Handler wage scales. Taken together, this recent increase of \$687, combined with the \$540 increase which

was deferred from July 2013, has resulted in a total COLA adjustment of \$1,227 applied to the Mail Handler wage scales effective September 6, 2014 (PP20-2014).

On the opposite page you will find an updated wage chart for your review. This wage chart became effective on September 6, 2014 (PP20-2014). To help explain the application of this COLA increase, we have added columns to this chart detailing the approximate percentage increase of this COLA adjustment—at each Grade and Step of the Mail Handler wage scales.

Keep in mind that COLA adjustments for all Mail Handlers hired into career positions prior to February 15, 2013 are flat dollar increases, determined by changes to the relevant Consumer Price Index (CPI) base. Therefore, on Table 1 of our wage scales (applicable, as noted, to career Mail Handlers hired prior to February 15, 2013), the percentage increase of this \$1,227 flat dollar adjustment will vary according to the annual salary to which it was applied. For example, at Grade 4, Step P (top Step), this \$1,227 increase resulted in an approximate percentage increase of 2.3%. But at Grade 4, Step AA (bottom Step), this same \$1,227 increase resulted in an approximate increase of 3.7%; this higher percentage increase is due to the fact that the same flat dollar increase of \$1,227 per year was applied to a lower base salary.

Table 2 of the Mail Handler wage scale was implemented as part of the February 2013 Fishgold interest arbitration award, which created a new wage scale for all career Mail Handlers hired on or after February 15, 2013. Among other changes, the Fishgold Award applied a proportional application of the flat dollar COLA adjustments, such that the lowest Step of Table 2 (Step BB) would receive 57.5% of the flat dollar increase, and that percentage would increase by 2.5% for each Step in Table 2, eventually resulting in a 100% allocation at Step P in Table 2. This proportional COLA Ratio is explained in Article 9.3C of the National Agreement, and detailed further in the Table Two chart on page 27 of the National Agreement. Because the new Table 2 adopted by the Fishgold Award kept Step P wages consistent



MARK A. GARDNER, National Secretary-Treasurer

with prior pay scales at both Grade 4 and 5, this full allocation of COLA adjustments to Step P in Table 2 means that Step P will remain the same on both pay scales at Grades 4 and 5 going forward.

The net effect of the implementation of these PP20-2014 COLA adjustments to Table 2 of our wage scales (again, applicable to all career Mail Handlers hired on or after February 15, 2013) results in a uniform percentage increase of approximately 2.3% for Grade 4, and approximately 2.2% for Grade 5.

Remember that Article 9 allows for three possible additional COLA adjustment periods over the duration of the current National Agreement, along with two additional general wage increases—in PP25-2014 and PP25-2015. Since the Mail Handler Assistant (MHA) category implemented with the Fishgold Arbitration Award is categorized as a non-career component of the Mail Handler bargaining unit, the MHA hourly wage rate does not receive the contractual COLA adjustments. The MHA hourly wage rates will however increase by a total of 7% over the three contractual general wage increases, including 2.5% in November of this year. This amount compares to a total of 3.5% in general wage increases applicable to the Mail Handler career complement. The National Office will generate and distribute updated wage charts when any COLA adjustments or wage increases are to be applied.

Fraternally,

Mark A. Gardner  
National Secretary-Treasurer



# MAIL HANDLERS RECEIVE CURRENT AND DEFERRED COLA INCREASES

Effective on September 6, 2014, all career Mail Handler craft employees received both the second and fourth of seven possible cost-of-living (COLA) adjustments as outlined in Article 9.3 of the 2011 National Agreement. These two COLA increases are based on: 1) the upward change in the relevant Consumer Price Index (CPI) Base following release of the July 2013 Index (this amount totaled \$540, and as prescribed in the Fishgold Arbitration Award, the implementation of this COLA increase was delayed by one year); and 2) the upward change in that Index Base following release of the July 2014 Index (this amount totaled \$687, but was not subject to a deferral period). Taken together, these two COLA adjustments resulted in an annual increase of \$1,227 for all Steps in Table 1 and for Step P of Table 2. The remaining Steps in Table 2 have received the proportional COLA increase percentages as outlined in Article 9.3C of the National Agreement.

## Mail Handler Wage Rates — Effective September 6, 2014 (PP20-2014)

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

Grade 4							Grade 5						
Weeks in Step	Step	Approx % Increase	Annual	Bi-Weekly	Hourly	Overtime	Weeks in Step	Step	Approx % Increase	Annual	Bi-Weekly	Hourly	Overtime
88	AA	3.7%	\$34,676	1,334	16.67	25.01	88	AA	3.5%	\$36,237	1,394	\$17.42	\$26.13
88	A	3.2%	\$39,093	1,504	18.79	28.19	88	A	3.1%	\$40,657	1,564	\$19.55	\$29.32
88	B	2.8%	\$44,646	1,717	21.46	32.20	88	B	2.7%	\$46,590	1,792	\$22.40	\$33.60
44	C	2.7%	\$47,273	1,818	22.73	34.09	44	C	2.6%	\$49,287	1,896	\$23.70	\$35.54
44	D	2.5%	\$51,137	1,967	24.59	36.88	44	D	2.4%	\$51,896	1,996	\$24.95	\$37.43
44	E	2.4%	\$51,446	1,979	24.73	37.10	44	E	2.4%	\$52,234	2,009	\$25.11	\$37.67
44	F	2.4%	\$51,765	1,991	24.89	37.33	44	F	2.4%	\$52,576	2,022	\$25.28	\$37.92
44	G	2.4%	\$52,072	2,003	25.03	37.55	44	G	2.4%	\$52,904	2,035	\$25.43	\$38.15
44	H	2.4%	\$52,389	2,015	25.19	37.78	44	H	2.4%	\$53,245	2,048	\$25.60	\$38.40
44	I	2.4%	\$52,700	2,027	25.34	38.00	44	I	2.3%	\$53,586	2,061	\$25.76	\$38.64
34	J	2.4%	\$53,020	2,039	25.49	38.24	34	J	2.3%	\$53,921	2,074	\$25.92	\$38.89
34	K	2.4%	\$53,328	2,051	25.64	38.46	34	K	2.3%	\$54,256	2,087	\$26.08	\$39.13
26	L	2.3%	\$53,645	2,063	25.79	38.69	26	L	2.3%	\$54,590	2,100	\$26.25	\$39.37
26	M	2.3%	\$53,957	2,075	25.94	38.91	26	M	2.3%	\$54,932	2,113	\$26.41	\$39.61
24	N	2.3%	\$54,270	2,087	26.09	39.14	24	N	2.3%	\$55,271	2,126	\$26.57	\$39.86
24	O	2.3%	\$54,581	2,099	26.24	39.36	24	O	2.3%	\$55,603	2,139	\$26.73	\$40.10
	P	2.3%	\$54,897	2,111	26.39	39.59		P	2.2%	\$55,940	2,152	\$26.89	\$40.34

TABLE 2 - Applicable to Career Appointments on or After February 15, 2013

Grade 4							Grade 5						
Weeks in Step	Step	Approx % Increase	Annual	Bi-Weekly	Hourly	Overtime	Weeks in Step	Step	Approx % Increase	Annual	Bi-Weekly	Hourly	Overtime
52	BB	2.3%	\$31,529	\$1,213	\$15.16	\$22.74	52	BB	2.2%	\$32,968	\$1,268	\$15.85	\$23.77
52	AA	2.3%	\$32,904	\$1,266	\$15.82	\$23.73	52	AA	2.2%	\$34,319	\$1,320	\$16.50	\$24.75
52	A	2.3%	\$34,278	\$1,318	\$16.48	\$24.72	52	A	2.2%	\$35,670	\$1,372	\$17.15	\$25.72
52	B	2.3%	\$35,653	\$1,371	\$17.14	\$25.71	52	B	2.2%	\$37,022	\$1,424	\$17.80	\$26.70
52	C	2.3%	\$37,027	\$1,424	\$17.80	\$26.70	52	C	2.2%	\$38,373	\$1,476	\$18.45	\$27.67
52	D	2.3%	\$38,402	\$1,477	\$18.46	\$27.69	52	D	2.2%	\$39,724	\$1,528	\$19.10	\$28.65
52	E	2.3%	\$39,777	\$1,530	\$19.12	\$28.69	52	E	2.2%	\$41,076	\$1,580	\$19.75	\$29.62
52	F	2.3%	\$41,151	\$1,583	\$19.78	\$29.68	52	F	2.2%	\$42,427	\$1,632	\$20.40	\$30.60
52	G	2.3%	\$42,526	\$1,636	\$20.45	\$30.67	52	G	2.2%	\$43,778	\$1,684	\$21.05	\$31.57
52	H	2.3%	\$43,901	\$1,688	\$21.11	\$31.66	52	H	2.2%	\$45,130	\$1,736	\$21.70	\$32.55
52	I	2.3%	\$45,274	\$1,741	\$21.77	\$32.65	52	I	2.2%	\$46,480	\$1,788	\$22.35	\$33.52
52	J	2.3%	\$46,649	\$1,794	\$22.43	\$33.64	52	J	2.2%	\$47,832	\$1,840	\$23.00	\$34.49
52	K	2.3%	\$48,025	\$1,847	\$23.09	\$34.63	52	K	2.2%	\$49,184	\$1,892	\$23.65	\$35.47
52	L	2.3%	\$49,398	\$1,900	\$23.75	\$35.62	52	L	2.2%	\$50,534	\$1,944	\$24.30	\$36.44
52	M	2.3%	\$50,773	\$1,953	\$24.41	\$36.62	52	M	2.2%	\$51,886	\$1,996	\$24.95	\$37.42
52	N	2.3%	\$52,148	\$2,006	\$25.07	\$37.61	52	N	2.2%	\$53,238	\$2,048	\$25.60	\$38.39
52	O	2.3%	\$53,522	\$2,059	\$25.73	\$38.60	52	O	2.2%	\$54,588	\$2,100	\$26.24	\$39.37
	P	2.3%	\$54,897	\$2,111	\$26.39	\$39.59		P	2.2%	\$55,940	\$2,152	\$26.89	\$40.34



# NPMHU Leadership Convenes at Semi-Annual Meeting

Officers and representatives from nearly every NPMHU Local Union gathered in the Nation's Capital in late August to participate in the latest Semi-Annual Meeting of the Local Unions (SAMLU). Also in attendance at this event were members of the National Executive Board, all NPMHU National Office department heads, and personnel from the National and Regional Contract Administration Department.

As usual, the meeting began with National President John Hegarty's comprehensive report to the assembly, which focused on the activities of the National Union during the past several months. Hegarty began his remarks with a substantive review of the recent wage increases, resulting from two cost-of-living adjustments that became effective on September 6, 2014 for all career mail handler craft employees. Hegarty explained that these two COLA increases are based on the upward change in the relevant Consumer Price Index (CPI) as reflected in the release of the July 2014 Index. The first increase scheduled for this September is a deferred amount of \$540, based on the CPI from January 2013 through July 2013. The amount attributable to this year is an additional \$687, resulting from the upward change in the CPI from January 2014 to July 2014. The total amount of \$1,227 applies to all career employees hired before February 15, 2013, with lower but proportional amounts paid to more recently converted career mail handlers. Together, these COLAs mean that all career mail handlers will enjoy a wage increase of approximately 2.2 percent, with some mail handlers at

lower steps receiving even higher percentage increases. In addition, all Mail Handler Assistants (MHAs) will receive a 2.5% general wage increase this coming November.

President Hegarty commented at length on the Union's ongoing objections to the threatened closures, consolidations, and degradation of delivery service standards. Hegarty said, "The primary objective of the NPMHU is to help protect and preserve the institution of the United States Postal Service with a coordinated strategy to fight the latest round of closings and consolidations scheduled to begin again in January of 2015." President Hegarty went on to highlight some of these unified efforts: "We are working with the American Postal Workers Union, the National Association of Letter Carriers, and the National Rural Letter Carriers' Association to fight the announced closings and consolidations of 82 more mail processing facilities that the Postal Service has targeted. We are fighting this battle on the legislative, legal, and grass-roots front, and this will require rank and file involvement," said Hegarty.

Hegarty reviewed the USPS timeline and procedures regarding the proposed closures, as well as the proposed modifications to the governing service standards that are required to accompany these closures. Indeed, without a change in the service standards, the closing or consolidation of these processing facilities would not be feasible.

The NPMHU's grass-roots strategy to stop or limit these closings and consolidations is based on organizing and highlighting opposition in

NPMHU National Leadership anticipates start of the SAMLU



Attendees discuss the day's agenda





NPMHU President John Hegarty delivers his report to the assembly



National Secretary-Treasurer Mark Gardner



Legislative and Political Director Bob Losi



National CAD Representative Tim Dwyer



(l-r) Vice President, Central Region Jefferson C. Peppers III, and Local 306 Officers - Treasurer Kenneth Leftridge, Local President June Harris, and Vice President Gregory Newsome



the 82 communities and surrounding areas that will be adversely affected by these changes in the postal network. Union representatives need to reach out to local politicians, and encourage them to write letters to the USPS and to their congressional representatives opposing the proposed USPS closings in their communities. Locals will be asked to contact community and religious organizations, other unions, and other sympathetic institutions that will join the Postal Unions in opposing many of these closings and consolidations. "We know that some of you have joined with other Postal Unions to hold protest rallies and other community events, and these too may be helpful," said Hegarty. The National Office has recently issued some written suggestions and guidelines for the Local Unions, which is based on the materials the NPMHU previously circulated during Phase 1 of the implementation of network changes.

Hegarty also addressed the various subcontracting initiatives underway at the National level. As part of the 2013 Fishgold Award, the arbitration panel established a joint subcon-



Local 313 President Julio Figueroa



Also speaking to the NPMHU leaders in attendance at the August 2014 SAMLU was Terry O'Sullivan, General President of the Laborers International Union of North America, the NPMHU's international parent body. In his remarks, President O'Sullivan focused on the importance of the American labor movement, its critical role in the legislative process, and the need for unions to be actively involved in politics and raising funds for our political friends, regardless of party.





tracting committee, the aim of which is the in-sourcing of some mail handler work that previously was outsourced. The committee has been meeting, with a focus on Surface Transportation Centers or STCs; on Mail Transport Equipment Service Centers or MTECs; and on the bed-loading project that was implemented a few years ago.

“We are in the process of meeting and negotiating with the Postal Service to get as much work as we can back into the hands of mail handlers,” said President Hegarty. The parties have jointly visited the STC facility at the Indianapolis airport, where 270 employees are performing mail handler work for wages and benefits set under the Service Contract Act.

President Hegarty also spoke about the subcontracting committee’s joint visit to the MTEC facility in Barrington, New Jersey. This is one of 15 such facilities around the nation that are still being subcontracted. This one facility in southern New Jersey, near Philadelphia, has approximately 150 employees, and the NPMHU believes that there are over 1,000 employees in other MTEC facilities throughout the country who should be mail handlers working for the Postal Service.

President Hegarty also addressed the NMO pilot program that was started in Chicago, Illinois, Des Moines, Iowa, and nearby facilities during 2013. The pilot has now ended, and we have requested all of the data that the Postal Service has collected. The Postal Service is claiming that it has not yet made a determination on the success (or failure) of the pilot. In fact, in the middle of August, USPS headquarters issued a letter saying that management has now hired an outside consultant to review the NMO pilot and determine whether the outsourcing should move forward. We have requested all of the data provided to the consultant, as well as information about the consultant. Said President Hegarty, “If the Postal Service decides to move forward with a full-blown subcontracting initiative on NMOs, we will have another large-scale battle on our hands. It’s a fight we are prepared for should it become necessary.”

“We are working hard to get some of this work back into the Postal Service and therefore into the hands of mail handlers represented by our Union. The process to undo this subcontracting has been very slow, and there are still major hurdles to overcome, but we are pressing forward as hard and as quickly as we can,” said Hegarty.

Hegarty highlighted President Obama’s four recent appointments to the USPS Board of Governors and the confirmation hearings before the Senate Homeland Security & Governmental Affairs Committee that followed. The appointments include at least one Republican, former

Vice President, Eastern Region and Local 305 President Kevin L. Fletcher and National CAD Representative Teresa Harmon



General Counsel Bruce Lerner



Local 306 Vice President Gregory Newsome



Local 301 President Rene Morissette



Local 308 President John Gibson



Local 298 President James Mills



Local 302 President Ernie Grijalva



(l-r) Regional Director Don Gonzales, Vice President, Western Region Rudy Santos, Local 320 President Madelyn Puricelli, and Local 302 President Ernie Grijalva





(l-r) KY SEBM Rhonda Hinkle, OH SEBM Beverly Bell, and Local 304 Treasurer Gloria Ward



Guests from across the country attended the Washington D.C. SAMLU



Office of Management and Budget Director James C. Miller III, and three Democrats, including Victoria Reggie Kennedy, the widow of Senator Ted Kennedy; Steven Crawford, a professor of policy at George Washington University; and David Bennett, a lawyer who works for the defense, security and aerospace contractor, Bae Systems. All four nominees are expected to be confirmed.

Hegarty next spoke about the sorry state of affairs in Congress and the ongoing stalemate on Capitol Hill. "There is always the possibility that a lame-duck session of Congress, which will be held in November and December of this year, could produce a postal bill," said Hegarty, but he cautioned that, "any progress towards favorable Postal Reform legislation may be contingent on the outcome of the November mid-term elections."

When addressing the topic of USPS finances, Hegarty noted that, "The NPMHU has been saying for almost two years now that the Postal Service has been operating with a surplus from its operations... Yet monthly and quarterly finance

Local 297 President Chris Bentley



Local 315 President Bryan Easley



Local Presidents convene for the semi-annual meeting





figures released by the Postal Service repeatedly make claims of a continuing deficit.” This is nothing more than a disingenuous campaign to misrepresent recent improvements with a distorted view of reality. “As everyone should know by now, the losses being reported are primarily caused by payments that are supposed to be made each year into the Retiree Health Benefits Fund,” said Hegarty. These annual payments are not based on any defensible or logical amortization schedule. Rather, they are the result of an overly-aggressive funding schedule included in the Postal Accountability and Enhancement Act (PAEA) when it was adopted in 2006. The calculations were tied to fluctuating long-term interest rates and the politics of scoring within the Congressional Budget Office, and are not based on reasonable estimates of what should be placed into the Retiree Health Benefits Fund or be paid for the ongoing costs of workers’ compensation benefits to cover the actual liabilities. “No one should be fooled – the Postal Service’s financial status is improving, and without the

Eastern Regional Director Eileen Mills



Southern Regional Director Charles Manago



Local 324 President Dan Riemann



Local 334 President Sheldon D. Adams



(l-r) National Secretary-Treasurer Mark Gardner and Local 306 Treasurer Kenneth Leftridge



“No one should be is improving, and without

Vice President, Eastern Region and Local 305 President Kevin L. Fletcher welcomes attendees to the Nation’s Capital



Local 321 NDC Branch President Curtis Grantham



Local 331 President Zeke Moreno



Local 322 President Mike McIntyre



Local 302 Representatives (l-r): (Oakland) Shop Steward Royal Davis, (Reno) Branch President Jerry Todd, (Sacramento) Chief Shop Steward Ed Lenzer, NDC Branch President Christina Davis, (San Francisco) Branch President Thomas Mayes, Treasurer & (Sacramento) Branch President Anthony Coleman, National President John Hegarty, Local President Ernie Grijalva, and National Secretary-Treasurer Mark Gardner



President Hegarty presents Local 333 President Randy Krueger with the coveted Ambassador PACKie Award





Local 310 President Pervous (Andy) Badilishamwalimu



Local 300 Treasurer Kevin Tabarus



(l-r) Vice President, Central Region Jefferson C. Peppers III, Local 313 President Julio Figueroa, National Secretary-Treasurer Mark Gardner, and Legislative and Political Director Bob Losi



(l-r) Local Presidents Terry LeBan (312) and J.R. Macon (329)



## MAIL HANDLERS BENEFIT PLAN

MHBP Executive Director Michael Hora



Aetna's Director of National Accounts Brad Corban comments on the status of the Mail Handler Benefit Plan



Aetna's President of Government-Sector and Labor Division Cain A. Hayes delivers remarks to the attendees



Local 332 President Woody Hendrickson



Local 303 President Eddie Cowan



CAD Manager T.J. Branch



Vice President, Western Region Rudy Santos



Local 321's past and current Presidents (l-r) CAD Field Office Manager and Regional Director David Ross, Local President Cindy Hoehl-Rinker, MHBP Executive Director Michael Hora, and Regional Director Don (Gonzo) Gonzales



fooled—the Postal Service's financial status  
the Retiree Health Benefit Fund and OWCP issues,  
it is operating at a surplus,"



Retiree Health Benefit Fund and OWCP issues, it is operating at a surplus,” said President Hegarty.

President Hegarty also spoke about the activities of the Committee on the Future; the efforts of the Contract Administration Department; an upcoming training on Article 12; and issues related to Mail Handler Assistants and NPMHU membership.

Following the National President’s report, National Secretary-Treasurer Mark Gardner provided a detailed presentation and entertained questions and comments on a variety of topics, including the NPMHU financial statements for the year ending December 31, 2013 and the most recent second quarter ending June 30, 2014; an updated presentation and analysis related to Mail Handler complement, with particular emphasis placed on the importance of organizing recently hired MHAs; a review of membership trends and revenue allocation among our Union’s affiliated organizations; a summary of cost-of living and wage adjustments provided under the 2011 National Agreement; and the recently completed, nationwide membership organizing campaign.

The attendees also received a comprehensive report and engaging discussion from Aetna, the administrator and underwriter of the Mail Handlers Benefit Plan. Aetna’s President of Government-Sector and Labor Division, Cain A. Hayes, and Aetna’s Director of National Accounts, Brad Corban, both spoke about the status of the Mail Handlers Benefit Plan (MHBP).

NPMHU Legislative and Political Director Bob Losi delivered a report on various legislative and political efforts, and that was followed by a comprehensive report and discussion on MHBP marketing and enrollment strategies from Michael Hora, the MHBP Executive Director.

Contract Administration Department Manager T.J. Branch then provided a report on the activities of that department since the last meeting of the Local Unions, addressing and taking questions on each of the following issues: National arbitrations and settlements, including the pending Blood Platelet Leave arbitration decision, the Lead Clerks grievance, and a recent resolution on Payment of Sunday Pay Premium while on Administrative Leave. The CAD report also addressed the Small Package Sorting System (SPSS); the Quality of Work Life (QWL) process; and the activities of the National Dispute Resolution Committee and jurisdictional issues arising under Regional Instruction No. 399.

On Saturday, August 23, 2014, the third day of meetings, the NPMHU conducted a comprehensive training program focusing on contractual and legal issues specific to MHAs. Northeastern Regional Vice President, Local 300 President, and

DC SEBM and Branch President Lamar Grigsby



MI SEBM Rita Tripp addresses the trainers



Local 321 President Cindy Hoehl-Rinker



Vice President, Southern Region  
Lawrence Sapp



Western Region Director Don Gonzales



Local 318 President Nick Mosezar



(l-r) Local Presidents David Wilkin (309), and  
Madelyn Puricelli (320)



Vice President, Northeastern Region and  
Local 300 President Paul Hogrogian



Branch President (Tulsa) Alfred Andrews



National CAD Representative and Assistant  
to the National President Bobby Blum



President Hegarty discusses issues with Local 303 Branch President  
Ron Williams and Steward Vicki Eady





## NPMHU HOSTS MHA TRAINING SESSION

Local 313 President Julio Figueroa



Northeastern Region Director Tom Ruther



Local 329 President J.R. Macon



Local 307 President Jim Haggarty



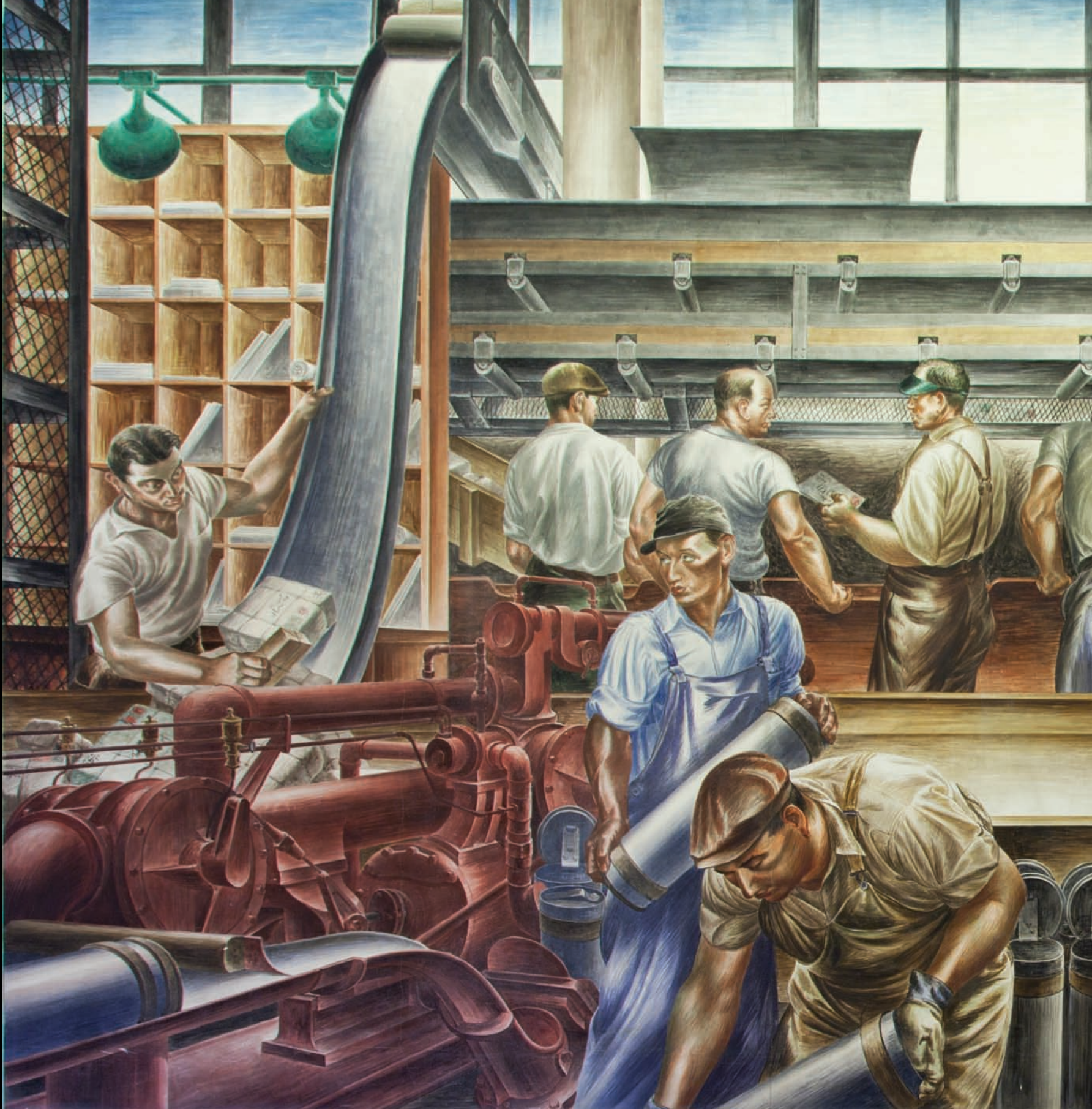
National Trainer Paul Hogrogian, CAD Manager T.J. Branch, and National CAD Representative Tim Dwyer led discussions on several important issues related to MHAs. Their presentation focused on the following topics: MHA appointments; MHA usage, caps and grievance remedies; MHA work guarantees and scheduling; MHA hourly rates and application of overtime; the conversion of MHAs to Full-Time Career Status; leave; holidays; grievance procedures; discipline; health insurance and other employee-benefits; representation under Article 17; membership issues; and pending Step 4 cases.

The training was well-received, and resulted in a lively exchange of opinions and ideas. With dedicated mail handler representatives from around the country analyzing and debating important contract issues affecting more than 5,500 MHAs currently working for the Postal Service, it was the perfect way to end the final SAMLU of 2014. The next Semi-Annual Meeting of the Local Unions is scheduled for February 2015 in San Francisco, California.

Local Presidents and representatives discuss issues relative to MHAs during training session.







# Alfredo de Giorgio Crimi

POST OFFICE WORK ROOM, 1937

**A**rtist Alfredo de Giorgio Crimi was born in San Fratello, Sicily, in the province of Messina. As a youth, he and his family relocated

to Little Italy in New York. He went on to study at the National Academy of Design, eventually returning to Rome—honing his craft, studying fresco painting with





Professor Venturini Paperi. He returned to New York a well-trained muralist. One of Alfredo de Georgio Crimi's many prominent U.S. commissions includes

the Post Office Department Building in Washington. The 1937 mural, "Post Office work room," by Alfredo de Georgio Crimi is reproduced for use in the *The Mail*

*Handler* magazine with the expressed authority of the United States General Services Administration. The piece was a 2009 gift to the Library of Congress

from the Carol M. Highsmith Archive. The mural is on display and may be viewed in the Ariel Rios Federal Building in Washington, D.C. ■





ARTHUR S. VALLONE



NOAH GIEBEL

# Vallone Scholars:

## Vallone Scholars Balancing the Load

By: Noah L. Giebel — *Scholarship Program Coordinator*

**M**idway through this year, the NPMHU Arthur S. Vallone Scholarship Committee completed its work of selecting fifteen new Vallone Scholars. The Arthur S. Vallone scholarship program was established fourteen years ago, and was designed to offer deserving mail handlers and members of their immediate families some financial assistance to defray the rapid rising cost of higher education. Each NPMHU Region has been granted a total of 3 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 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 January 2005. Arthur S. Vallone served as the elected president of NPMHU Local 309, which was headquartered in Buffalo, NY and represented approximately 1,000 mail handlers throughout Upstate New York. Vallone also served on the National Executive Board for 3 years as the Vice President for the Northeast Region. Since his untimely passing, the NPMHU has continued Vallone's legacy by his firm belief in the importance of education. As noted, through the Arthur S. Vallone scholarship program, the NPMHU again recognizes fifteen students for their hard work and accomplishments.

The National Office received well over 200 applications this year, so the pool of candidates was extremely competitive. Susan Carle, a Professor of Law at American University in Washington, DC and one of the Scholarship Judges, notes that, "[e]ach year my job gets tougher due to the competitiveness of each application" she reviews. Carle noted that "some excellent candidates make it through the evaluation process, yet other excellent candidates cannot be rewarded." Professor Carle is now in her eighth year on the Schol-

arship Committee. The other member of the Committee is Evelyn Temple, who prior to her retirement served as Assistant Executive Director at The National Education Association (NEA).

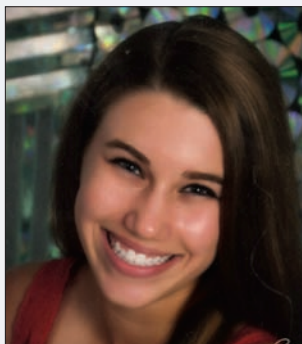
Periodically the National Office hears from past and present Vallone Scholars on how they are doing in school or how the award has helped them pursue their education. This year we heard from a present Vallone Scholar, Jonathan Solomba, the son of NPMHU member Joseph Solomba of Local 309 in Buffalo. Jonathan is currently in pursuit of his RN Nursing degree at Genesee Community College in Batavia, New York. Jonathan currently holds a 4.0 GPA and was awarded with placement on the President's List for his academic achievements. On top of carrying an academic load, Jonathan also cares for his disabled brother who has cerebral palsy. Jonathan writes: "I still live at home, and my family has always worked as a team. I think it is in part due to my disabled brother—we have always worked together to take care of him." Jonathan also writes that he "plan[s]... to further my education after I graduate and pursue a career either in the Intensive Care Unit or the Emergency Department. The scholarship is a huge help, as it helps offset the cost of my tuition." At the end of his letter to the NPMHU, Jonathan explains that "[t]he most common question I get asked as a nursing student is 'What kind of nurse do you want to be?' My answer to that is '*A great one.*'" On that issue, we wish Jonathan the best of luck, and thank him for being a stand out Vallone Scholar!

Applications and details about the NPMHU Arthur S. Vallone Scholarship for the 2015-2016 school year will be available in late November 2014. For details, you may contact your Local Union or the NPMHU National Union Headquarters, or you can download the scholarship application from the National Union website at [www.npmhu.org](http://www.npmhu.org).





Local 321 | ANTHONY RUIZ



Local 318 | EMILY SWIDOCK



Local 315 | OLIVIA PHAM



Local 311 | BRITTANIE JACKSON-GARCIA



Local 310 | KEOJAH MCBRYDE



Local 309 | JONATHAN SLOMBA



Local 307 | DEWIGHT BRAXTON



Local 306 | KRUPA KADIWALA



Local 305 | SANA SULIMAN



Local 304 | PERRI KOSTECKI



Local 303 | JEFF BORRETA



Local 302 | SACHIRA ARACHCHI



Local 301 | CHRISTINE GEORGE



Local 300 | CHRISTIAN CONYERS



Local 308 | LESLIE ADEOYE

Applications for the NPMHU Arthur S. Vallone Scholarship Program for the 2015-2016 school year will be available in November of 2014. Monitor [www.npmhu.org](http://www.npmhu.org) and upcoming publications for additional details.



# ➤ Postal Union Alliance Fights to Stop Closings Consolidations

In March of this year, the NPMHU joined with the American Postal Workers Union (APWU), the National Association of Letter Carriers (NALC), and the National Rural Letter Carriers Association (NRLCA) to form the Postal Union Alliance. The Alliance was created as the four largest postal unions made a commitment to unite together and fight the unprecedented issues facing postal employees today. That commitment includes an effort to protect all postal jobs and all postal-related services, whether a proposed action affects all crafts or only one.

Some of the important issues that the Alliance is currently working on together include: the preservation of six-day and door-to-door delivery, the fight to stop the closings and/or consolidations of mail processing facilities now planned for 2015, and the ongoing efforts to limit, if not eliminate, any further privatization of postal services. A National-level work group has been established which meets regularly to develop strategies on ways to

address these issues. The members of this work group include Debby Szeredy, Executive Vice President of the APWU; Brian Renfroe, Director of City Delivery for the NALC; David Heather, Director of Steward Operations for the NRCLA; and Teresa Harmon, Contract Administration Representative for the NPMHU.

On June 30, 2014, the Postal Service announced that Phase II of its Network Consolidation activities, which previously had been placed on hold in January 2014, would resume in January 2015. The notification provided to the postal unions included a list of 82 facilities that would be impacted. Since that time, the work group has been focusing on ways to fight these consolidations/closings.

Over the summer, during the fourth week of August, the APWU led a joint webinar for coalition organizers at the 82 sites that are scheduled for consolidation or closure. This was the first time in several decades that the four unions

officials. The local coalitions are being formed not only with other unions, but also with community organizations whose purpose is to inform, educate and generate public support. Many of the impacted facilities at the time of the webinar had established their coalitions and had actively been working throughout their communities.

The hard work of the local coalitions is paying off, as 51 Senators and more than 160 Members of the House of Representatives have sent a letter to the leaders of their respective appropriation committees calling for a one-year moratorium on the USPS plans for the closure and consolidation of mail processing plants. The legislative departments of all four postal unions are working together to increase support for this moratorium.

Also at the National level, the work group is looking into the possibility of having economic studies performed for certain areas where facilities are being closed or consolidated. Being considered as the initial locations for these studies are New Orleans, LA; Tucson, AZ; South Dakota Central, SD; Youngstown, OH; and Mid-Hudson, NY. In addition, a webinar is being planned for September 23, 2014 for the organizers at these five facilities, to assist them in mobilizing their coalitions and their community supporters.

There also are ongoing discussions at the National level with the goal of coordinating grievances and possible legal actions that will seek to terminate, restrict, or delay some or all of the planned closings or consolidations. The exact contours of these efforts are still in the early planning stages, but additional information will be mailed to the Local Unions and posted at [www.npmhu.org](http://www.npmhu.org) as it becomes available.

**The local coalitions are being formed not only with other unions, but also with community organizations whose purpose is to inform, educate and generate public support.**



(l-r) Teresa Harmon NPMHU National CAD representative, David Heather, Director of Steward Operations, NRLCA, Jeremy Goldberg, National Field Director, NALC, Brian Renfroe, Director of City Delivery, NALC, James Yates, Assistant to the President for Contract Administration, NALC and Debby Szeredy, Executive Vice President of the APWU.





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# 2014 PAC

## INCENTIVE AWARDS



★ NATIONAL POSTAL MAILHANDLERS ★



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

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



### NOTICE CONCERNING CONTRIBUTIONS:

Contributions to the Mail Handlers PAC are not deductible as charitable contributions for purposes of federal income taxes. In addition, federal law requires that the Mail Handlers PAC report to the Federal Election Commission the name, mailing address, occupation, and name of employer for each individual whose contributions in any calendar year total in excess of \$200. Please also note that the Mail Handlers PAC has political purposes, and that all members have the right to refuse to contribute, and the right to revoke their authorization for any continuing contributions, without any reprisal.



# YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at [www.liteblue.usps.gov](http://www.liteblue.usps.gov). Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.

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

### **PostalEASE BY TELEPHONE:**

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

When prompted Press #1 for PostalEASE

When prompted, enter your eight-digit USPS employee identification number.

When prompted again, enter your USPS PIN number. (This is the same as the PIN number you use for telephone bidding and/or other payroll allotments.)

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

When prompted Press #2 to continue

When prompted Press #3 to add the allotment

When prompted for the routing number enter 054001220

When prompted for the account number enter the following :

11260001 \_\_\_\_ \_ (the last nine digits of your account number is your social security number—this information will allow us to identify you as the PAC contributor).

Press #1 if correct

When prompted Press #1 for “checking”

When prompted, input the bi-weekly dollar amount of your PAC allotment.

Press #1 if correct

When prompted Press #1 to process

You will be provided a confirmation number as well as the start date for the salary allotment.

For your records: Record the confirmation number \_\_\_\_\_

Record the start date of the salary allotment \_\_\_\_\_

Press #1 to repeat or Press #9 to end call

### **PostalEASE on the WEB:**

To initiate your bi-weekly PAC contribution on the web, simply go to [www.liteblue.usps.gov](http://www.liteblue.usps.gov)

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

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

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

Your ROUTING TRANSIT NUMBER is: 054001220

Your ACCOUNT # will be: 11260001 \_\_\_\_ \_ (the last nine digits of your account number is your social security number—this information will allow us to identify you as the PAC contributor).

For ACCOUNT TYPE—please select “CHECKING”

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

To process your PAC allotment, you will need to select the VALIDATE button, and to finalize the transaction, please select SUBMIT. Be sure to print out a copy of the confirmation page for your records.



(cut here and return to NPMHU PAC. Please refer to page 22 of this magazine to see the 2014 Incentive Awards.)

## **PAC contribution by personal check, money order, or credit card:**

You can contribute directly to the Mail Handlers PAC by filling out the following information and mailing it to the P.O. Box listed below.  
**Please enclose your check or money order, or provide authorization to charge your credit card.**

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

Name: \_\_\_\_\_

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\_\_\_\_ VISA \_\_\_\_ MasterCard

Acct. # \_\_\_\_\_ Expiration Date: \_\_\_\_\_

\_\_\_\_ Please charge my credit card as indicated above.

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

Signature: \_\_\_\_\_



# CHARTER MEMBER MHAs

Local 316 Mail Handler Assistants **ROYALE VANCE** and **COURTNEY RETTER** offer their reflection and perspective on the inaugural year as a MHA. Reprinted with the permission of Local 316

**“Be proud  
to be an  
MHA Version  
1.0,” for  
that means  
it can only  
get better  
from here.**

As many MHA's phase into our 2nd terms, a bit of reflection might be warranted. For me personally, looking back at the year as a whole, I can't help but remember a certain phrase. Many times over the last year I was referred to as "MHA Version 1.0." For a long time I cringed at such a label, but in hindsight I realize that there isn't a more accurate

metaphor than this. There are several ways to view this number, and many of us gave it a negative connotation. Being labeled as a number is especially ironic in a place that puts a priority on numbers and often in this last year it felt as if those numbers we produced were the only thing that mattered. Furthermore, as the first version of MHA's, the vagueness with which our contract addresses our issues allows for many abnormalities that we may not have been prepared for. I can say that reapplying for a direct deposit this week wasn't something I expected.

However, I have come to finally understand that my views lacked perspective. If we only view ourselves as a flawed project, we will hold back our potential. The greatest achievements in human history were not done right the first time. "MHA Version 1.0" truly means that we are the first of our kind, and the foundation for something integral to the future of the

Postal Service. Mistakes can be learned from, and through our adversity, we can pave a way for the MHAs that will follow us. Instead of feeling anger toward the lack of clear rules and protections, we should feel hopeful that perhaps we will have a voice when it comes time to adjust the contract. Instead of rivaling against one another based on our tours, we should work together to become the best MHA's that we can be. Many of us are still young and have long lives ahead of us; we should make the most of what we have here. We should enjoy the friends we make and the experiences we gain each day. Be proud to be an "MHA Version 1.0," for that means it can only get better from here.

ROYALE VANCE  
MHA, Seattle NDC

YOUR RIGHTS TO KNOW



Hello all. My name is Courtney Retter and I'm an MHA at the Seattle NDC. Being an MHA has been an eye opening experience for me. I've met so many people; some great, some infuriating, some downright crazy...but I love working with them. They all make life more interesting. I've learned a little more about how the Postal Service runs and just how complex it really is. That's something most Americans have little idea about. Now I'd like to take the time to share with everyone some things I've learned the hard way, since becoming an MHA. Some are just little things I've noticed along the way, but some are pretty important.

I know most of the other MHAs at the NDC have just completed, or are coming up on, their breaks in service. I wanted to remind all MHAs that while your Union dues continue to be paid when you are reappointed, your direct deposit and PAC contributions will have to be re-setup. You may not be able to set direct deposit again until after your first paycheck from your new appointment.

Probationary period. It's 90 days, just 3 short months but I know I was counting down those days the whole time, waiting for it to be over, and I'm sure some of you were too. Well I'm sorry to say that you'll have to go through the same thing during your second year.

Unless you want to have the full day's pay when you take annual leave, you only need to take the number of hours equal to your guaranteed (2 or 4) annual per day. As an MHA you are only guaranteed a certain number of hours per work a day; why take more annual leave than you might earn if you worked? Believe me, you will want to save as much of your annual leave as possible. When it comes time for your Break In Service, and your accrued annual is cashed out, you will want that extra boost in your paycheck to help make up for the week's worth of work you will be missing.

Some Tips and Tricks to being an MHA

- Know your rights. Read your Contract.
- Watch out for yourself and your fellow MHAs.
- Just because you aren't yet a regular doesn't mean you aren't still a human being. Don't accept being treated like pond scum.
- Don't be afraid to speak up. Be respectful whenever possible but stand up for yourself.
- Don't confront supervisors (or co-workers), that's the Union's job.
- Save your annual leave as much as possible. It will be a nice little cushion to cover for your break in service.
- Don't work in an area you haven't been trained. It will only bite you in the butt if something goes wrong.
- Grievances are always filed against management, for not following the contract. They are not against an MHA, any more than they are against a regular Mail Handler.
- Attend Union meetings whenever you can do so. They give you the opportunity to meet other members, and also to learn what's going on and what's coming up.
- If you have questions, see your Union Rep. They are there to help. Let them.
- I know I've said it already, but it's the most important tip I can think of, so I'll end with it too: Know your rights! Read your contract!

COURTNEY RETTER  
*MHA, Seattle NDC*





## NPMHU Family Member Awarded 2014 Union Plus Scholarship

*Winners Honored for Achievement and Union Values*

Union Plus recently awarded \$150,000 in scholarships to 116 students representing 39 unions, including one winner representing the National Postal Mail Handlers Union (NPMHU), in the 2014 Union Plus Scholarship Program. In this 23rd year of the program, more than 5,300 applications were received from union members and families in all 50 states. This year's NPMHU winner is:

★ **Katie Dion of Jefferson, Mass.**, whose father John Dion is a member of NPMHU Local 301, has been awarded a \$1,000 scholarship.

"There are a lot of benefits to being a union member. Economic security is number one, and education is the first building block. Education sets up our kids for success, leadership and happiness," said Leslie Tolf, president of Union Privilege, the organization behind Union Plus benefits and the scholarship program. "By awarding these scholarships we level the playing field - everyone deserves an equal shot at a quality education. We help union families feel just a little more secure in embarking on successful lives."

### Meet the 2014 NPMHU Honoree

#### **Katie Dion**

Thanks to her father's 23 years in the union, Katie says, "I have never really wanted for anything." With good pay and union benefits giving her family stability, and with the NPMHU fighting to protect jobs, Katie has taken advantage of every opportunity to excel: as a student, as a volunteer in her community and as captain of three sports teams her senior year. Today her goal is to fulfill her lifetime dream of a career in medicine. "I have a passion for helping people," she says.

### Learn More About the Union Plus Scholarship Program

Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school or a recognized technical or trade school. Since starting the program in 1991, Union Plus has awarded more than \$3.6 million in educational funding to more than 2,400 union members, spouses and dependent children.

**Visit [www.UnionPlus.org/Education](http://www.UnionPlus.org/Education) for applications and benefit eligibility.**



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# Mail Handlers Across the Country

## Local 300 Installation of Officers July 2014



Standing (l-r): Pete Bilotta - BP Western Nassau, Tony York - BP Westchester, Mark Gardner - National Secretary-Treasurer, Alex Frazier - BP NJ LDC, Ray Bermudez - BP DVD, Wilfredo Delgado - BP NYC, Terry Flynn - BP NJI/NDC, Charlie Price - NJSEBM, John Hegarty - National President, Lucy Lombardo - BP ISC/JFK, Tom Ruther - NE Regional Director, Ron Sodaro - BP Stamford, Don Utz - CTSEBM, Trevor Stuart  
Seated (l-r): Kevin Tabarus - Treasurer, Yvette Johnson - NYSEBM & BP Brooklyn, Linda Yancey - Recording Secretary, Bob Blum - Vice President, Paul Hogrogian - Local 300 President & Northeastern Regional Vice President  
Not pictured: Jim Perkins - BP Mid Hudson, Dawn Licata - BP NY LDC, Bob Lussos - BP Hicksville/Mid Island, Ricky Gonzales - BP Teterboro

## Local 301



Local 301 MAP Training

## Local 301 Hosts Charity Event



Local 301 hosts their annual charity event benefiting the New England Center for Homeless Veterans

## Local 303 Hosts Advocacy Training



(l-r) Local 315 President Bryan Easley, Santa Ana Branch President Benito Araiza, California SEBM David Castillo, Santa Clarita Branch President Chris Gayles, San Diego Branch President Ron Williams, San Diego Chief Shop Steward Wendell Jackson, LA P&DC Shop Steward Vicki Eady, Arbitration Advocate Juan Torres, Western Region Vice President Rudy Santos, Local 303 Treasurer Van Cunningham, Northeastern Region Vice President and National Trainer Paul Hogrogian, LA P&DC Shop Steward Carlton Ramey, Local 303 President Eddie Cowan, LA P&DC Shop Steward Darnell Givens, National Trainer Tim Dwyer, Santa Ana Shop Steward Jason Marlow, CAD Manager T.J. Branch, National Legislative/Political Director Bob Losi, Central & Western Regional Director David Ross



(l-r) (Boston) APWU VP/Treasurer Bob Dempsey, Congressman Stephen Lynch (D-8th MA), Political and Legislative Director Bob Losi, and Northeastern Regional Director Tom Ruther

## Local 303's Legislative Outreach



Representative Scott Peters (D-52nd CA) and Legislative Director Bob Losi discuss responsible Postal legislation with Local 303 members



# Mail Handlers Across the Country

## Local 308 Steward Training



(l-r) Seated: Louise Queen, Margot Garcia, Courtney Dickerson, Ottavia Sas, Paulene DeLeon; Second Row: Northeastern Region Vice President and National Trainer Paul Hogrogian, Joy Carlino, Jordan Davis, Teresa Marucci, Caryn Davis, Local President John Gibson, Valarie Waters Back Row: National Trainer Tim Dwyer, Shakia Polk, Eugene Jones, Sean Craig, Greg Hawkins, Phillip Washington, Evamarie Parker, Brian Clark, Ray Olmo



National Trainer Paul Hogrogian and Tim Dwyer take questions from the floor

## Local 307 Hosts Advanced Steward Training



Detroit stewards (top), and Greater Michigan District Stewards (bottom) participate in comprehensive Step 3 grievance prep training session



## Local 323 Installation of Officers



(l-r) Local 323 President Jeff Larsen, Minnesota SEBM Shane Ryden, Vice President Kathy Schultz, Treasurer John Frey, Recording Secretary and Minneapolis Branch President Dean "El Gato" Abatte, Fargo Branch President Gary Tollefsrud, NDC Branch President Michael Straiton, North Dakota SEBM Brock Engstrom, Saint Paul Branch President Gerald LaBarre, Central Region Vice President Jefferson Peppers III

## Local 316 Picnic



(l-r) Vice President Leonard Ebio, Seattle NDC Branch President Gene Rezac, Recording Secretary Deborah Retter, Local President Don Sneesby, Treasurer Irene Lowery, and National President John Hegarty



## Local 309 Council Meeting



(l-r) Vice President Mark Nitkiewicz, Buffalo Branch President Lisa McDonell, National President John Hegarty, Rochester LDC Branch President Bryan Farmer, Local President Dave Wilkin, Albany Branch President and Recording Secretary Alex Catello, Northeastern Region Vice President and National Trainer Paul Hogrogian, Rochester PDC Branch President and NY SEBM Gregg Hubbard, Treasurer Joyce Miskell and Syracuse Branch President John Esterdahl



# Mail Handlers Across the Country

## Local 320 hosts training session



(Seated l-r) Shop Steward Jane Herold, Recording Secretary Susanna Paniagua, Branch President Dave Cano, Shop Steward Robert Fournier, Local President Madelyn Puricelli, Shop Steward Darren Dankert, National President John Hegarty (Standing l-r): Branch President Tucson Ray Santoro, Shop Steward Rodney Jarvis, Shop Steward Jorge Hernandez, SEBM Ace Balderrama, Shop Steward Rob Tallent, Shop Steward Ray Alicea, National Trainer and CAD Tim Dwyer, Vice President Shawn Garey, National Trainer and NEB Paul Hogrogian, Shop Steward Steve Montgomery, Shop Steward Felipe Ruiz, Treasurer Laurie Hernandez, Shop Steward Bernie Gonzales

## Local 321 Installation of Officers and Annual Picnic



(l-r) National President John Hegarty, Treasurer Jeffrey Morgan, Recording Secretary Oscar Santillano, Grand Junction Branch President Phil Armendarez, Denver PDC Branch President and CO SEBM Errol (Tony) Wilson, Local President Cindy Hoehl-Rinker, Vice President Eddie Flagg, NDC Branch President Curtis Grantham, Colorado Springs Branch President Richard Lairscey, Central Region Vice President Jefferson Peppers III, and National Secretary-Treasurer Mark Gardner

## Postal Unions Recognize Labor Day



NPMHU Local 308 members join in solidarity with Philadelphia's NALC and APWU members in annual Labor Day parade

## Local 316



Anchorage AK mail handlers come together for membership meeting and training session.

## Local 334 Training



Local 334 hosts joint MAP training session



# Mail Handlers Across the Country

## Local 318 Training



Local 318 Stewards in the Suncoast District come together for comprehensive training in Tampa, FL



Local 318 Stewards in the Gulf Atlantic District gathered for steward training in Jacksonville, FL

## Richard Collins Retirement Celebration



The NPMHU Headquarters staff celebrates Richard's final day in the office



Richard Collins delivers heartfelt comments to attendees of the August Semi-Annual Meeting



In honor of his commitment and dedication to the NPMHU, (retired) National CAD Representative Dick Collins is presented with the Union's Lifetime Gold Membership card and a flag that was flown in his honor over the U.S. Capitol.





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