

MEETING OF  
*The Local Unions*  
 HELD IN **LAS VEGAS**

**MAIL HANDLER REPRESENTATIVES  
 GATHER FOR MEETING AND TRAINING PROGRAM**

Officers and representatives from nearly every NPMHU Local Union gathered in Las Vegas, Nevada in early April to participate in the semi-annual meeting of the Local Unions. Also in attendance at this event were members of the National Executive Board, NPMHU National Office department heads, and personnel from the National and Regional Contract Administration Department.

National President John Hegarty delivered his report to the assembly, which focused largely on issues related to the recently issued Fishgold Interest Arbitration award. President Hegarty provided an in-depth analysis of the key economic and work rule terms provided for in the Fishgold decision. In addition,



*Local 303 President Eddie Cowan welcomes the SAMLU attendees to Las Vegas*

there was a comprehensive review of the NPMHU 2011 arbitrated National Agreement as it relates to the new employment category of Mail Handler Assistant (MHA), and the logistics and importance of a nationwide effort to organize the new MHA Mail Handlers into the NPMHU. The assembled representatives discussed many of the issues that will surface as a result of the new MHA Mail Handlers. President Hegarty led discussions and provided a general review of some common MHA Questions-and-Answers, but noted that a final joint Q&A document addressing issues relative to the MHA Mail Handler is not yet

finalized. The MHA Q&A will be distributed to the field upon completion.

President Hegarty also reported on Congressional activity and possible legislation in the new 113th Congress, leading a discussion regarding the importance of the May 2013 NPMHU Legislative Conference and related lobbying efforts that will address, among others, the following issues: a review of USPS ongoing efforts to implement the reduction from six- to five-day mail delivery; and USPS efforts and timetables to implement closures and consolidations of many of its mail processing facilities.

President Hegarty concluded his report with comments on several other topics, including: a white paper recently issued by a so-called “independent” study panel, funded by Pitney Bowes, which recommends an ill-advised hybrid privatization of the USPS; updates on the USPS automation programs, including a discussion on the Flats Sequencing System (FSS); and a report on recent activities from the NPMHU Committee on the Future.

Following discussion of the issues presented by President Hegarty, National Secretary-Treasurer Gardner provided a detailed presentation and entertained questions and comments on a variety of topics, including: the NPMHU financial statements for the quarter ending December 31, 2012; an updated presentation and analysis related to Mail Handler complement, regular and associate membership trends, and revenue projections and allocation among our Union’s affiliated organizations; a review and discussion of issues related to the NPMHU Revenue Sharing Program; and a report on scheduled NPMHU national meetings.

The attendees heard a report from NPMHU Legislative and Political Director Bob Losi on various important legislative and political efforts. This was fol-



*National President John Hegarty opens the SAMLU meeting*



*SAMLU attendees*



*Local Union SAMLU attendees*



## NATIONAL EXECUTIVE BOARD



*Western Region Vice President and Local 320 President Rudy Santos*



*Southern Region Vice President and Local 318 SEBM Lawrence Sapp*



*National Secretary-Treasurer Mark Gardner*



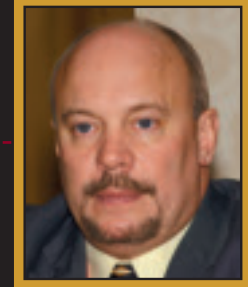
*National President John Hegarty*



*Northeast Region Vice President and Local 300 President Paul Hogrogian*



*Central Region Vice President and Local 306 President Jefferson Peppers III*



*Eastern Region Vice President and Local 305 President Kevin Fletcher*



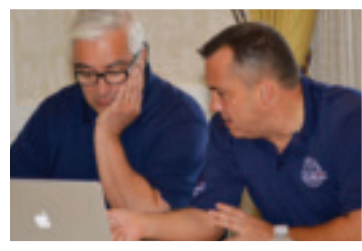
*NPMHU SAMLU begins*



lowed by a report from General Counsel Bruce Lerner on litigation and other pending legal matters involving the NPMHU National Union. Finally, National Shop Steward Trainer Sam D'Ambrosio was joined by Northeastern Region Vice President Paul Hogrogian to provide an update and lead a discussion on activities related to the NPMHU/USPS Article 12 Task Force.

On day two of the meeting, the attendees heard a comprehensive report and discussion from Coventry's Director of National Accounts Brad Corban and Vice President of National Accounts Al DiLeo on the status of the Mail Handlers Benefit Plan (MHBP). That report covered various topics, including a recap of activities and results from the recently concluded FEHBP open season period, a report on various service initiatives, and a preview of strategies and logistics to be pursued in the coming year.

Contract Administration Department Manager Bill Flynn then provided a full report and entertained questions and comments from various attendees on the activities of the Contract Administration Department since the last meeting of the Local Unions. Brother



*Legislative and Political Director Bob Losi with Local 316 President Don Sneesby*

Flynn's presentation was based on the written report that was circulated at the meeting (and which is being distributed on CD to all NPMHU Officers and Stewards) and included the following topics: arbitration over the 2011 National



*Retiring National CAD Manager Bill Flynn is joined with members of his home Local 301*

Agreement; the release of the Fishgold Arbitration Award; the NPMHU/USPS Contract Interpretation Manual; an update on the 2012 Voluntary Early Retirement (VER) option; updates regarding Handbook F-15-C and involuntary relocation procedures; a review of the restructuring of the Regional CAD offices; an update on the Regional arbitration panels; a QWL Update; a brief review of the Modified Arbitration Process (MAP) and the Article 12 Task Force; a review of USPS efforts related to Network Optimization and consolidation or closing of postal plants; information about mail processing network changes; initiatives of the Postal Regulatory Commission; a review of RI-399 jurisdictional disputes; information regarding the APWU Lead Clerk position; a review of cases pending national arbitration; notice regarding the NPMHU Union Time publication; matters related to safety and health; an update regarding both the Voluntary Protection Program (VVP) and the Ergonomic Risk Reduction Process (ERRP); a review of the Safe and Secure Campaign; and an update regarding Step 4 grievance appeals.





*NPMHU Local Union Presidents*



*Local 334 Recording Secretary Tracei Ealey and Local 334 Vice President Anthony Shell*

which is a subset of the NPMHU/USPS joint Task Force on Discipline. The MAP process was designed to both expedite the adjudication of cases pending arbitration, and to maximize the cost efficiency of the overall process. The program has been met with tremendous success in the seventeen NPMHU Local Unions that now participate in the MAP program.

At the conclusion of the second day, President Hegarty asked the attendees to join him in congratulating MHBP Executive Director Ken Nickels who is retiring from that position after ten years. The attendees showed their appreciation with a raucous round of applause acknowledging Ken's great work leading the MHBP office in Washington, DC. President Hegarty also led a tribute honoring the career of NPMHU Contract Administration Department Manager Bill Flynn as he closes out his 20-years of ser-



*NPMHU Local 303 SAMLU representatives*

National Shop Steward Trainer Sam D'Ambrosio and CAD Representative Tim Dwyer provided a comprehensive report on activities related to the Modified Arbitration Process (MAP) pilot program,

vice working at the NPMHU National Headquarters. Retirement presentations were made and countless attendees took the floor to share memories and to convey best wishes to Brother Flynn.

Beginning on the second day of the meeting, and continuing through the third and final session of the SAMLU, the assembly participated in a comprehensive training program regarding strategies related to the upcoming Article 30 Local Memoranda of Understanding (LMOU) negotiations period. This local negotiations period is provided for in the February 15, 2013 Fishgold Arbitration Award. The training program was presented by a training team comprised of: Northeastern Region Vice President and Local 300 President Paul Hogrogian; CAD Manager Bill Flynn; CAD National Representatives TJ Branch and Tim Dwyer; and National Shop Steward Trainer Sam D'Ambrosio. During the training session, the body discussed strategy and procedures for conducting LMOU negotiations, the timing of negotiations and post-bargaining impasse procedures including Regional/Area level appeals and impasse arbitration.

The trainers led discussions on each of the 20 negotiable items enumerated in Article 30.2 including: formulation of a local leave program; light duty assignments; wash-up time; guidelines for curtailment of Postal operations in cases of emergency; applications of the Overtime Desired List (ODL); the identification of assignments comprising a section when it is proposed to reassign within an installation, employees excess to the needs of a section; employee parking; leave policy when usage is to attend a Union activity; definition of a section; and Local implementation issues relating to seniority, reassignments and posting. The workshop addressed a host of issues that were also reduced to writing and distributed in hard copy to all attendees.

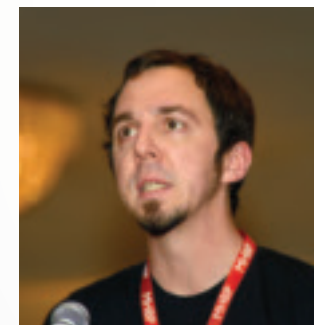
By all accounts, this Meeting of the Local Unions and LMOU training program were productive gatherings, and provided all attendees the opportunity to increase their understanding of important issues affecting the NPMHU, its officers, and members. The next semi-annual gathering will take place in Chicago in August of this year.



*Local 311 President Larry Gibson*



*Local 303 Vice President Jose Alvarado*



*Local 315 Mt Hood Branch President Colin Moore*



*Local 323 President Jeff Larsen*



# NPMHU LMOU Training



*National Trainer Sam D'Ambrosio*



*Northeastern Region Vice President Paul Hogrogian engages a member on an LMOU question.*



*National CAD Representative Tim Dwyer discusses LMOU procedures with the SAMLU attendees.*



*Local 307 SEBM Rita Tripp with an LMOU question directed to the panel.*

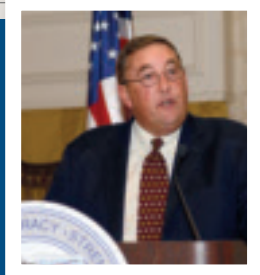


*Local 330 Vice President John Regis*



*Local 300 Vice President Robert Blum*

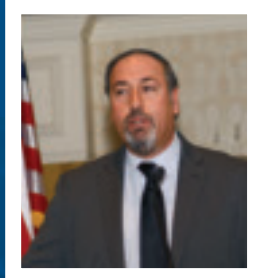
*MHBP Manager National Accounts Brad Corban (top) and Coventry Director Al Dielo (bottom) discuss the health plan with the SAMLU attendees*



*Local 319 President James Rosso*



*Local 302 Treasurer Tony Coleman*



*Local 302 President Ernie Grijalva*

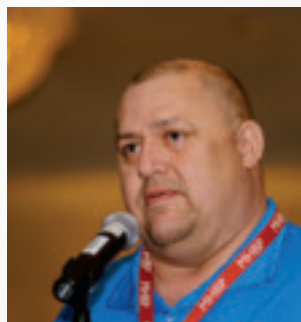


*Local 334 President Arthur Perry*

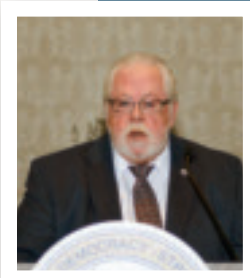
*Legislative and Political Director Bob Losi discusses political strategy*



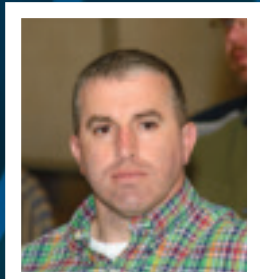
*Local 310 President Andy Badilishamwalimu*



*Local 321 President Don Gonzales*



*Retiring National CAD Manager Bill Flynn delivers his final SAMLU CAD Report.*



*Local 301 Vice President Daniel St. Marie*