



# MAIL HANDLER UPDATE

NATIONAL POSTAL MAIL HANDLERS UNION

NATIONAL HEADQUARTERS: 1101 Connecticut Avenue, N.W. • Suite 500 • Washington, D.C. 20036 (202) 833-9095



John F. Hegarty  
National President

## MAIL HANDLERS LEADERSHIP MEETS IN CHICAGO



Mark A. Gardner  
Secretary-Treasurer

Officers and representatives from nearly every NPMHU Local Union gathered in Chicago, Illinois in late August to participate in the Semi-Annual Meeting of the Local Unions. 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.

National President John Hegarty delivered his report to the assembly, which focused primarily on two key issues: pending postal reform legislation, and implementation of the Fishgold Arbitration Award. As part of his legislative comments, Hegarty provided a lengthy and detailed review of postal issues affecting the various versions of pending legislation to include: overfunding of the Federal Employees Retirement System (FERS) and Civil Service Retirement System (CSRS); pre-funding obligations of the Retiree Health Benefits Fund; the preservation of USPS service standards, six-day delivery, and the integrity of the mail processing network; and the preservation of collective bargaining rights, proposed changes in the governance structure of the Postal Service, and the NPMHU's support for proposals that would allow the Postal Service to offer additional postal services or various types of non-postal services.

President Hegarty also spoke about the recently issued Questions-and-Answers Agreement related to the Fishgold Arbitration Award. While recognizing that the Q&A document does not address every matter, to assist all representatives with implementation of the 2011 Fishgold Arbitration Award, the Q&A does memorialize the parties' mutual understanding of the 44 most prevalent issues that could be agreed upon.

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 quarter ending June 30, 2013; an updated presentation and analysis related to Mail Handler complement with particular emphasis placed on the im-

portance of organizing our new Mail Handler Assistants; membership trends and revenue allocation among our Union's affiliated organizations; a review of cost-of-living adjustments (COLAs) provided under the 2011 National Agreement; and roll-out of the upcoming nationwide membership organizing campaign.

The attendees also heard a report from NPMHU Legislative and Political Director Bob Losi on various legislative and political efforts, followed by a comprehensive report and discussion from the Director of National Accounts Brad Corban on the status of the Mail Handlers Benefit Plan (MHBP). Finally, MHBP Executive Director Michael Hora offered a detailed report on the upcoming open season for FEHBP.

Contract Administration Department Manager T.J. Branch then provided a full report on the activities of the Contract Administration Department since the last meeting of the Local Unions, addressing and taking questions on some of the following issues: Local Memorandum negotiations; MHA complement and related enforcement matters; the Fishgold Q&As; the One-Time Purge of LOWs; the Defense of Marriage Act; RI399 matters; Regional/Expedited Arbitration panels; the impact of the Department of Labor's OWCP Data Suspension on the USPS; subcontracting of mail handler work; and activities of the Article 12 Task Force.

Finally, Northeastern Regional Vice President, Local 300 President and National Trainer Paul Hogrogian and National CAD Representative Tim Dwyer then took the podium to lead discussions on two important issues, the first being activities of the NPMHU/USPS Article 12 Task Force, followed by an update on activities related to implementation of the Fishgold Arbitration Award. Brothers Hogrogian and Dwyer gave an in-depth presentation on the Fishgold Award and recently signed Question & Answer Agreement, after which they entertained a plethora of questions and comments from the attendees.

The meeting was well-received and successful, and resulted in a lively exchange of opinions and ideas as to how best represent all Mail Handlers during these difficult and challenging times.

## Contract Administration Department Appointments

National President John Hegarty recently made two appointments within our Contract Administration Department. Teresa Harmon was appointed to the position of National CAD Representative. Teresa has served as the Eastern Regional Director for the past 14 months. She has been a mail handler since 1987, and first became a steward in 1989 at the Dulles, VA postal facility. Since then, she has served as Chief Shop Steward, Branch President, and Virginia State Executive Board Member

for her home Local 305. As an arbitration advocate, Teresa has arbitrated several hundred cases and negotiated hundreds of pre-arbitration settlements, not only in contract and discipline matters, but also jurisdictional disputes under RI-399 and local impasse cases under Article 30. On more than one occasion, Teresa has been recognized as Local 305 Arbitration Advocate of the Year.

With Teresa's move to the CAD, Eileen Mills of Local 311 was appointed to fill the Eastern Regional Director's position.

Eileen started as a mail handler in 1984. She has served as the Southern Regional RI-399 Dispute Resolution Committee Member since 2006. She has been the Recording Secretary of Local 311 (Texas) for the past five years. Prior to that position, Eileen served two terms as the Branch President of the North Texas P&DC. She is an experienced arbitration advocate, and is proficient in matters of OWCP, FMLA, VPP, and ERFP. Eileen holds a Bachelor's Degree in Union Administration from the National Labor College.



Eileen Mills, Eastern  
Regional Director



Teresa Harmon, National  
CAD Representative

## Forever Stamps Titled *Made in America: Building a Nation*

On August 8, 2013, in a ceremony hosted by the Department of Labor, the Postal Service dedicated a new sheet of Forever stamps titled *Made in America: Building a Nation*. The 12-stamp panel memorializes the contributions of America's workers. Each of the images features early 20th century black-and-white photographs of industrial workers. Eleven of the stamp images were taken by iconic photographer Lewis Hine, who is famous for his work telling the story of early 20th-century laborers. Hine's pioneering photographs also highlighted poor working



conditions, and directly helped to change child labor laws. The recognition of his work is a fitting tribute to his legacy as America celebrates the creation of the labor movement and its dedication to the social and economic achievements of American workers on this upcoming 130th Labor Day.

At the commemoration ceremony, recently-appointed Secretary of Labor Tom Perez, Secretary-Treasurer of the AFL-CIO Elizabeth Shuler, and our own CAD Manager T.J. Branch joined the Postmaster General and other labor leaders for the unveiling of the newly released stamps.

**Celebrate Labor Day**

**August 2013**