



National Postal Mail Handlers Union

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April 29, 2025

Chairman James Comer
Oversight and Government Reform
U.S. House of Representatives
Washington, DC 20515

Ranking Member Steve Lynch
Oversight and Government Reform
U.S. House of Representatives
Washington, DC 20515

Dear Chairman Comer and Ranking Member Lynch,

On behalf of the over 50,000 Mail Handlers whose interests are represented by the National Postal Mail Handlers Union (NPMHU), I write in opposition to the proposals the House Committee on Oversight and Reform is considering for markup on reconciliation directives for H.Con. Res. 14. The Committee Print purports to be an effort to achieve federal savings but are nothing but cuts to the take-home pay of not only the middle-class workers of NPMHU who work in Postal facilities spread throughout the country in states and jurisdictions large and small, but for 640,000 postal employees and 2 million federal employees across the country.

Half of Mail Handlers currently contribute 0.8 percent of their salary to their retirement benefits under the Federal Employees Retirement System (FERS). By requiring all postal employees to contribute 4.4 percent of their salary, these dedicated men and women are effectively facing, on average, \$50,000 in a reduction of take-home pay over ten years.

The Committee Print also moves to eliminate the FERS Supplement, an additional annuity payment for those who are eligible to retire from their careers early, for newly hired employees. Many postal employees begin their careers early in their adult lives and therefore qualify for retirement well before the age of 62. The FERS Supplement provides a necessary safety net for these postal employees. By eliminating the supplement, the Committee is jeopardizing retirement finances of Mail Handlers who proved their dedication to working for the United States Postal Service.

Additionally, the proposal to change the method of calculating the FERS annuity payment from the current highest three earning years to the highest five would lower the payments for these retirees. This change will take \$4.750 billion from the earned benefits of postal and federal retirees' annuities.

It is concerning that the Committee Print is examining tying union membership of new employees to their FERS contributions, and calling for those who elect membership to contribute 9.4 percent of their pay to their retirement benefits. Unions play an important role in ensuring the proper and efficient functioning of the government, including ensuring fair pay and benefits and workplace safety. The proposal will put new hires who opt for it at a financial disadvantage in the long run.

Further concerning regarding our members' union rights is charging a fee to an employee who chooses to file appeals with the Merit Systems Protection Board. While the fee is refundable if the appeal is won, this conditional arrangement will be a deterrent for employees to participate in the appeal process.

Finally, while the NPMHU supports a focused auditing of Federal Employee Health Benefit and the Postal Service Health Benefit programs to ensure dependent eligibility as recommended by the Office of Personnel Management Office of Inspector General, the terms of the audit outlined in the Committee Print go too far. The Union feels it would place an undue burden on postal and federal employees and annuitants to demonstrate dependent eligibility.

These proposals do nothing but undermine the benefits and rights of current Mail Handlers, along with other postal and federal employees, as well as drive away future employees from a career in public service.

In Solidarity,

A handwritten signature in blue ink, appearing to read 'Paul V. Hogrogian', followed by a long horizontal line extending to the right.

Paul V. Hogrogian
National President
National Postal Mail Handlers Union