

SEMI-ANNUAL MEETING OF THE LOCAL UNIONS (SAMLU)

WASHINGTON, DC

The Semi-Annual Meeting of the Local Unions was held in Washington, DC from August 11, 2025 through August 13, 2025.

In attendance were all members of the National Executive Board, all NPMHU National Office Department Heads, National and Regional Contract Administration Department (CAD) Representatives, and various Officers and Representatives from 35 NPMHU Local Unions.



National President **Paul Hogrogian**



National Secretary-Treasurer **Kevin Tabarus**



CAD Representative **Eugene Horton**



CAD Manager **Teresa Harmon**

During his welcoming remarks, National President Hogrogian acknowledged re-elected Local President Maurice Torres (Local 313) as well as new Local Presidents David Severeid (Local 327) and Scott Green (Local 328). National President Hogrogian also congratulated other recently elected and re-elected Local Union Officers who were in attendance.

National President Hogrogian then began a comprehensive presentation of the activities of the National Union since the April 2025 SAMLU, starting with an update on USPS financial conditions and mail volumes by category for Quarter 3 of fiscal year (FY) 2025 (April 1, 2025 through June 30, 2025).

The USPS had a net loss of \$3.1 billion for the quarter. The USPS overall loss for the first 9 months of fiscal year 2025 is \$6.2 billion.

The USPS reported that total mail volume was down 2.8% (747 million pieces) compared to the same quarter of last fiscal year. First-class mail volume declined 5.4% (down 568 million pieces). For the quarter, marketing mail increased 0.5% (65 million pieces). Package/parcel volume decreased 6.5% (down 114 million pieces).

National President Hogrogian next discussed the make-up of the USPS Board of Governors (BOG) which consists of the Postmaster General (PMG), Deputy Postmaster General (DPMG) and nine (9) Presidentially appointed Postal Governors who are subject to Senate confirmation. The current sitting Governors include Amber McReynolds (Chair), Derek Kan (Vice Chair), Roman Martinez (on hold over year), Ron Stroman, and Daniel Tangherlini. There will be five (5) vacant seats on the BOG which will be filled by President Trump. The Senate Committee on Homeland Security and Governmental Affairs will then hold confirmation hearings. President Trump has nominated Anthony Lomangino (R-Waste Management) and John LaValle (R-Suffolk County Republican Party). Confirmation hearings were scheduled to be held for Lomangino and LaValle in July. However, these hearings had to be rescheduled due to the proper paperwork not being submitted.

National President Hogrogian reviewed actions taken by the Trump Administration affecting the USPS and also addressed the appointment of new Postmaster General David Steiner.

National President Hogrogian next discussed the Voluntary Early Retirement (VER) and One Time Retirement Incentive. A total of 1,620 Mail Handlers retired.

National President Hogrogian reviewed the USPS Delivering For America (DFA) Ten-Year Plan, which sets forth a series of strategies by which USPS management (former PMG DeJoy) hopes to improve service and ensure financial stability. The new Postmaster General Steiner has stated that he plans to continue the DFA plan.

National President Hogrogian addressed closings and consolidations, including the creation of Regional Processing and Distribution Centers (RPDCs), which will process Originating Letters/Flats, all parcels, STC, THS, LPCs, SDCs, RTHs; the creation of Local Distribution Centers (LPCs), which will process Destinating Letters/Flats, Transfer Hubs, SDCs. RPDCs will affect up to 60 metropolitan areas.

The USPS is proposing consolidations in metropolitan areas that will impact Regional Processing and Distribution Centers (RPDCs) and Local Processing Centers (LPCs). The Postal Service identified the first round of sites to be impacting various metropolitan areas around the country. The Postal Service has also noted that there are additional tentative sites. All these plans are very fluid and subject to change.

Mail Processing Facility Reviews (MPFR) PO-408: There have been approximately 60 MPFRs, with sham public hearings. The NPMHU's goal is to ensure excessing is kept to an absolute minimum. Unofficially, 36 out of 60 sites have Local mail staying Local.

Regional Transfer Hubs (RTHs) will act as a transfer point for other RPDCs.

Dedicated facilities are in: Denver (Subcontracted), Dallas, Arizona, Kansas City, and St. Louis. Shared facilities are in: Atlanta RPDC, New Jersey NDC, West Valley, Memphis MPA, Salt Lake City (inactive), San Francisco NDC, Indianapolis RPDC, Charlotte, Pennwood/Pittsburgh, Los Angeles NDC, Des Moines, Seminole (Orlando), Jacksonville, and Chicago.

National President Hogrogian also addressed proposed modifications to Sorting and Delivery Centers (SDCs) and function 4 delivery and parcel sorting operations. There could be between 400-600 SDCs, (98 SDCs active as of now) with plans for 148 SDCs to be active by November. Some SDCs are to be located within RPDCs or LPCs. We foresee more Mail Handler job opportunities at the SDCs.

Parcel Support Annexes (PSAs): Some closing and some serving as transitional facilities. There are no long-term plans for these facilities to remain open.

National President Hogrogian assured the body that the NPMHU will continue to oppose unnecessary consolidations and will take steps to minimize the negative impact to Mail Handlers.

National President Hogrogian also addressed the NPMHU's longstanding fight to challenge the Postal Service subcontracting of STC operations. The NPMHU has negotiated several MOUs to facilitate the return of STC operations to existing postal facilities to be staffed with Mail Handlers. The following STCs have been returned in house: Indianapolis, Memphis, Salt Lake City, Northern California, Atlanta, Washington DC (Cap Metro), Springfield MA, Kansas City, Southern California. STCs are still outsourced in New Jersey (partial return), Seminole (Orlando), Dallas, and Chicago.



Local 305 Vice President **Joe Page** welcoming the SAMLU to DC



Local 330 President **Bob Griffith**



MHBP Executive Director **Nina Gallauresi**



Local 318 President **Nick Mosezar**



LiUNA General President **Brent Booker** and LiUNA General Secretary-Treasurer **Michael Sabitoni**



Assistant to the
National Officers **Neil Ryan**



NPMHU CAD Representative **Tom Ruther**



Director of National Accounts Aetna **Schann Holladay**



Local 307 President
James Haggarty



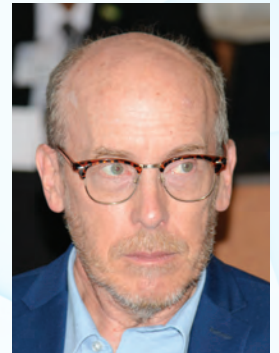
Local 300 President
Yvette Johnson



Local 304 President
Gregory Hill



Local 327 President
David Severeid



Local 297 President
Chris Bentley



Local 299 President
Keala Parker



Local 317 President
Charles Harris



Local 302 President
Anthony Coleman



Local 303 President
Juan Torres



Local 310 President
Lisa Greer

National President Hogrogian also noted that RTHs could, and probably will, replace STCs.

The NPMHU has also made an agreement to bring Terminal Handling Services (THS) work back in-house. These operations tender mail to and receive mail from the airlines. There are approximately 60 total sites and 35 are still subcontracted.

National President Hogrogian addressed Mail Handler craft complement and the Mail Handler Assistants (MHAs) path to career. He reviewed a series of Memoranda of Understanding (the Residual Vacancy MOU) that created thousands of new positions and resulted in the conversion of MHAs to full-time career positions. There has been a total of 55,076 MHAs converted to career, with 52,620 of the MHAs being converted since the signing of the Residual Vacancy MOU. Also discussed was the positive impact that the new Auto-Convert language in the 2022 National Agreement is having on MHA conversions to career.

National President Hogrogian spoke about the successes of the Election Task Force during the 2020 Presidential Election and 2022 Mid Term Elections. He also noted that the USPS processed 99 million ballots in the 2024 Presidential election. Postal Mail Handlers help preserve the integrity of the election process by helping to ensure that 97.7% of ballots were delivered within 3 days and 99.6% within 5 days in 2024. The 2024 figures were even more impressive with 99.9% of all mailed ballots being delivered within a week. Legislative and Political Director Katie Maddocks is our representative on the National Committee.

National President Hogrogian provided an update on contract negotiations for the 2025 National Agreement. Bargaining formally kicked off on June 25, 2025 in the Benjamin Franklin Room at USPS Headquarters. The NPMHU bargaining team and National Executive Board were present. The NPMHU has submitted sixty-eight (68) initial proposals. The National President will convene a meeting on September 24, 2025, with all Local Presidents, consistent with Article VII, Section 9 of the Constitution to discuss the status of national bargaining.

National Secretary-Treasurer Tabarus was the next speaker. He provided a comprehensive report on a host of topics that included Mail Handler complement; regular and associate membership trends and per capita analysis; revenue projections and allocation among our Union's affiliated organizations; review of Cost-of-Living Allowance (COLA); and the NPMHU Revenue Sharing Program.

As part of the ongoing membership recruitment program, National Secretary-Treasurer Tabarus discussed membership trends and reviewed the "Join The Union, Join The Fight" recruitment tools available to Local Unions. The top three (3) Local Unions with the highest regular membership percentages were awarded trophies for their outstanding



Vice President Central Region **June Harris**



Local 314 President
Latonia Johnson



Local 315 President
Bryan Easley



Vice President Southern Region **John (JR) Macon**



Local 321 President
Tony Wilson



Local 320 President
Bernie Gonzalez



Local 311 President
Charles Charleston



Local 313 President
Maurice Torres



Vice President Western
Region **Don Sneesby**



Union Plus President
Mitch Stevenson



Local 309 President
Lisa Pruchnicki



Local 312 President
Troy Lee Davis



Vice President Northeastern Region **Dan St. Marie**

commitment. The Form 1187 submission process was discussed in detail, including how to submit Form 1187 to HRSSC, common errors on the Form 1187, and how to file grievances when HRSSC fails to process Form 1187 within the required timeframe in accordance with ELM 924.5 Implementation of Dues Withholdings.

National Secretary-Treasurer Tabarus reviewed the NPMHU (unaudited) financial statements for the second quarter ending June 30, 2025; Deficit control measures; and quarterly and annual expense and revenue analysis.

The 2025 NPMHU Arthur S. Valone Memorial Scholarship winners were announced. Applications for the 2026 scholarship will be available by November 25, 2025.

National Secretary-Treasurer Tabarus concluded his presentation with a review of the planning for the 2028 NPMHU Quadrennial NPMHU Convention in Detroit, MI. In addition, the 2026 LiUNA International Convention was discussed. Brother Tabarus encouraged all attendees to download the NPMHU App. He highlighted new NPMHU merchandise available for ordering on the NPMHU website and reported on scheduled NPMHU national meetings, conferences, seminars, and training programs.

The attendees then received a report on the NPMHU Women's Committee from Committee Chair and Vice President Central Region/Local 306 President June Harris. Sister Harris introduced Women's Committee members in attendance. Sister Harris also reported on various projects including: the newly created NPMHU Pump Act Toolkit — available online (Posters and QR Code cards provided), participation on the LiUNA Women's Committee, and representation at the 2025 Women Build Nations Conference to be held in Chicago in September 2025. Sister Harris noted that more and more Local Unions are starting their own Local's Women Committees.

General Counsel Matthew Clash-Drexler reported on litigation and other pending legal matters involving the NPMHU National Union. The National Agency Check with Inquires (NACI) background check National Arbitration was discussed. The arbitrator found the grievance was arbitrable and that discipline issued for alleged NACI reasons must be issued for just cause. Issues were discussed regarding the RI399 arbitration concerning the "unless" clause of the 2018 Update MOU. The next National RI399 Arbitration to be heard involves jurisdictional disputes on the SDUS/SIPS machine(s). The remedy hearing was discussed for the Subcontracting of the Kansas City STC. The arbitration involving the Kansas City STC is the first of thirteen individual pending grievances. The next National Arbitration hearing concerns the COVID MOU and whether MHA overtime was to the detriment of the OTDL. Finally, the General Counsel provided a brief overview of the no tax on Overtime provision within the Reconciliation

Bill. Specifying that not all overtime work hours are considered tax free.

Legislative and Political Director Katie Maddocks provided an update on Capitol Hill developments. She informed the assembly of the various versions of the Reconciliation Bill as it progressed through the Senate and House of Representatives. In addition, describing the recent adverse attacks on the United States Postal Service, Mail Handler jobs, and basic labor rights. Director Maddocks discussed the 2026 Mid-Term elections and provided a report on increase of NPMHU PAC fund donations.

On Day 2 attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) from Schann Holladay, Aetna Manager of Accounts, and Executive Director Nina Gallaresi. Updates included a review of MHBP: enrollment, attrition, federal new employee orientation, an update on Open Season, and marketing plans. Representatives from the MHBP presented an overview of the Postal Service Health Benefit Program which started providing health insurance benefits to USPS employees and annuitants beginning January 1, 2025. A review of the Partial Reimbursement Program was also provided for Local Unions attending Health Fairs.



Local 334 President
Sheldon Adams



Local 333 President
Monica Marshall



Local 332 President
Edvina Tesch



Local 331 President
Dave Wisneski



Local 325 President
Dwayne Williams



Local 324 President
Carmalita Mecaskey



Local 323 President
Jeff Larsen



Local 322 President
Kelly Dickey



Contract Administration Department Manager Teresa Harmon then provided a full report on the activities of the Contract Administration Department since the last meeting of the Local Unions. Sister Harmon's presentation was based on the written report that was distributed electronically before the meeting (and is posted at the MAILS tab on the national website) and included the following topics:

- Sixth and final COLA of 2022 National Agreement
- Bargaining for the 2025 National Agreement
- The Postal Service has provided notification for the 2026 fiscal year designating PP2025-24 through PP2026-01 (November 1, 2025 – December 26, 2025) as the peak season exception period.
- The new MOU on Annual Leave Carryover for Leave Year 2026 expands that limit and allows regular work force employees to carryover 520 hours of accumulated leave from leave year 2025 to leave year 2026.
- The Annual Leave Exchange Option MOU for Leave Year 2026 will allow career employees to sell back a maximum of 80 hours of annual leave prior to the beginning of the leave year provided the criteria are met.
- VER incentive checks will be sent to the office where the Mail Handler was last employed. From there, the retiree can pick it up from the office. If the employee has filled out a PS 3077 — Request to Forward Salary Check, the manager will mail the check to the address provided by the employee on that form.
- Flexible Spending Account-The Postal Service will be notifying, by mail, each affected employee that actively enrolled for 2025 with the Inspira Financial FSA program and had unused funds from their 2024 health care account with FSAFEDS. The letter will notify these employees that the unused funds from 2024 with FSAFEDS, not to exceed \$640 as set by the IRS, will be automatically credited into their Inspira Financial 2025 health care FSA account on August 1, 2025.
- Subcontracting — SAC Vides: We were informed that the Postal Service is considering contracting out this work. MTECS: We filed a Step 4 on this issue and hope through that process and through bargaining to bring this work back in house.
- Postal Service's plans to update its PIT/PIV fleet over the next three years. These vehicles include Electric Forklifts, Electric Walk Behind Pallet Trucks, End Rider Pallet Trucks, Tow Tractors and Walkie Stackers.

National CAD Representative Tom Ruther led discussions on the RI399 Update memorandum and provided a comprehensive report on the activities of the Article 12 Task Force.

The CAD department is actively involved with discussions on new RTH, RPDC, and LPC facilities. CAD Representative Ruther also provided updates on the RI-399 NDRC meetings. Including discussion on new sorting machinery — MaRS (still no craft determination for jurisdiction), SIPs and RIS (Robotic Induction System) for the SPSS and APBS. All LDRCs should still be meeting monthly. All new machinery should be added to Installation Inventory at LDRC. CAD Representative Ruther gave a detailed description on the status of SDCs; New complete inventory should be done ASAP, must show more than four (4) hours of Mail Handler work, now have a Mail Handler only SDC operation number. Brother Ruther noted that the next RI399 arbitration is for the SIPs, then HOPS and APBS 'setup/breakdown' will be scheduled.

The next speaker was Mitch Stevens, President Union Plus. He gave a presentation on the program. It was established in 1986. It is not funded with Union Dues. Union Plus provides savings for members including insurance, car rental, hotels, student loans, health savings, scholarship program, and disability.

A Membership Organizing Workshop was conducted by; Kevin Tabarus - National Secretary-Treasurer, John Gibson — Local 308 President & NEB, June Harris — Local 306 President & NEB, Jeff Larsen — Local 323 President and Kelly Dickey — Local 322 President. The workshop provided advice and tools available to organize new members into the NPMHU.

As with each of these Semi-Annual Meetings of the Local Unions, a solicitation for agenda items was distributed to all Local Union Presidents in advance of this meeting. Agenda items that were sent to the National Office were distributed to all Local Presidents prior to the meeting and, to the extent possible, the submitted agenda items were addressed in the appropriate reports and through other discussion before the assembly. Several other topics were raised and discussed during the round-robin segment of the meeting.

On Day 3, LiUNA General President Brent Booker and General Secretary-Treasurer Michael Sabitoni addressed the assembly welcoming all to LiUNA International Headquarters expressing their gratitude for the long-standing relationship with the NPMHU that has lasted over 50 years and commitment to the lives and welfare of Mail Handlers through LiUNA's ongoing activities.

Brian Kaniewski, Fund Administrator, led a detailed presentation on the LiUNA Staff and Affiliates Pension Fund, with support from his team.

LiUNA's Organizing Department gave an inspiring presentation on organizing new members called "Mail Handlers Rising". The detailed presentation was led by Colleen Boyle.

After the business session, and without any further business before the body, the Semi-Annual Meeting of the Local Unions was adjourned.



Local 305 President
Felandria Jackson



NPMHU General Counsel
Matt Clash-Drexler



LiUNA General President **Brent Booker**



LiUNA General Secretary-Treasurer **Michael Sabitoni**



Vice President Eastern
Region **John Gibson**



Legislative and Political
Director **Katie Maddocks**